DOCUMENT RESUME

ED 308 871 IR 052 825

AUTHOR Fretwell, Gordon, Comp.
TITLE ARL Annual Salary Survey, 1988.
INSTITUTION Association of Research Libraries, Washington, D.C.
PUB DATE Dec 88
NOTE 82p.; For 1987 Salary Survey, see ED 293 544.
AVAILABLE FROM Association of Research Libraries, 1527 New Hampshire Avenue, NW, Washington DC 20036 (members $20.00/year; nonmembers $60.00/year).
PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC04 Plus Postage.
DESCRIPTORS *Academic Libraries; Annual Reports; Foreign Countries; Higher Education; Librarians; *Library Personnel; *Library Statistics; Library Surveys; *Occupational Information; Occupational Surveys; Questionnaires; *Research Libraries; *Salaries; Tables (Data)
IDENTIFIERS *Association of Research Libraries; Canada; United States

ABSTRACT

This report presents data from the 1988 ARL (Association of Research Libraries) annual salary survey. Forty-one tables report data on professional salaries, years of experience, distribution of professional staff, type of institution, size of professional staff, and minorities. Tables are organized in five categories: ARL non-university libraries; ARL university libraries; Canadian ARL university libraries; ARL university medical libraries; and ARL university law libraries. Copies of the questionnaires for university and non-university libraries are included. (MES)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ISSN 0361-5669

Annual Salary Survey

1988

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☒ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

ED308871

IR052825

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

C.A. Mandel

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

ARL

ARL

Annual Salary Survey 1988

Compiled by
Gordon Fretwell

for the
Association of
Research Libraries

Association of Research Libraries 1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 December 1988

The *ARL Annual Salary Survey* is published by

the Association of Research Libraries,
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036

Price: ARL Members $20.00/year
Nonmembers $60.00/year

Association of Research Libraries.
ARL annual salary survey.
Washington, Association of Research Libraries.

v. ill. 28 cm.

Report year ends June 30.
Key title: ARL annual salary survey, ISSN 0361-5069

1. Librarians—Salaries, pensions, etc.—United States—Periodicals. 2. College librarians—Salaries, pensions, etc.—United States—Periodicals. I. Association of Research Libraries. Annual salary survey. II. Title.

Z682.3.A79a 331.2'81'020973 76-640547
MARC-S

Library of Congress 76

copyright © 1989 by the Association
of Research Libraries

Printed in the United States of America

TABLE OF CONTENTS

Page

INTRODUCTION 7

SALARY LEVELS FOR PERSONNEL IN ARL LIBRARIES

Table 1: Distribution by Salary Level 11

ARL NON-UNIVERSITY LIBRARIES

Table 2: Median and Beginning Professional Salaries and Average Years of Professional Experience in ARL Non-University Libraries 15

Table 3: Analysis of Salaries in ARL Non-University Libraries 15

ARL UNIVERSITY LIBRARIES

Table 4: Average, Median and Beginning Professional Salaries and Average Years of Professional Experience in ARL University Libraries 19

Table 5: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1988 24

Table 6: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1989 25

Table 7: Median Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1988 26

Table 8: Median Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1989 27

Table 9: Average Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1988 28

Table 10: Average Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1989 29

Table 11: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, Fiscal Years 1986-89 30

Table 12: Analysis of Salaries in ARL University Libraries 33

Table 13: Distribution of Professional Staff in ARL University Libraries by Salary and Position, Fiscal Year 1989 34

Table 14: Distribution of Professional Staff in ARL University Libraries by Sex and Position, Fiscal Year 1989 35

Table 15: Number and Average Salaries of ARL University Librarians, Fiscal Year 1989 36

Table 16: Number and Average Salaries of U.S. ARL University Minority Librarians, Fiscal Year 1989 37

Table 17: Number and Average Years of Experience of ARL University Librarians, Fiscal Year 1989 38

Table 18: Number and Average Years of Experience of U.S. ARL University Minority Librarians, Fiscal Year 1989 39

Table 19: Number and Average Salaries of ARL University Librarians by Years of Experience, Fiscal Year 1989 40

Table 20: Number and Average Salaries of U.S. ARL University Minority Librarians by Years of Experience, Fiscal Year 1989 40

Table 21: Average Salary in Selected Positions by Years of Experience, Fiscal Year 1989 41

Table 22: Number and Average Salaries of ARL University Librarians by Type of Institution, Fiscal Year 1989 42

Table 23: Number and Average Salaries of ARL University Librarians by Size of Professional Staff, Fiscal Year 1989 43

Table 24: Average Salaries of ARL University Librarians by Region, Fiscal Year 1989 44

CANADIAN ARL UNIVERSITY LIBRARIES

Table 25: Number and Average Salaries of Canadian ARL University Librarians, Fiscal Year 1989 49

Table 26: Number and Average Years of Experience of ARL Canadian University Librarians, Fiscal Year 1989 50

Table 27: Number and Average Salaries of ARL Canadian University Librarians by Years of Experience, Fiscal Year 1989 50

ARL UNIVERSITY MEDICAL LIBRARIES

Table 28: Filled Positions; Average, Median and Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, Fiscal Year 1989 53

Table 29: Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, Fiscal Year 1989 54

Table 30: Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, Fiscal Year 1989 55

Table 31: Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, Fiscal Year 1989 56

Table 32: Number and Average Salaries of ARL University Medical Librarians Fiscal Year 1989 57

Table 33: Number and Average Years of Experience of ARL University Medical Librarians, Fiscal Year 1989 58

Table 34: Number and Average Salaries of ARL University Medical Librarians by Years of Experience, Fiscal Year 1989 58

ARL UNIVERSITY LAW LIBRARIES

Table 35: Filled Positions; Average, Median and Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Law Libraries, Fiscal Year 1989 61

Table 36: Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, Fiscal Year 1989 62

Table 37: Median Professional Salaries in ARL University Law Libraries; Rank Order Table, Fiscal Year 1989 63

Table 38: Average Professional Salaries in ARL University Law Libraries; Rank Order Table, Fiscal Year 1989 64

Table 39: Number and Average Salaries of ARL University Law Librarians, Fiscal Year 1989 65

Table 40: Number and Average Years of Experience of ARL University Law Librarians, Fiscal Year 1989 66

Table 41: Number and Average Salaries of ARL University Law Librarians by Years of Experience, Fiscal Year 1989 66

ARL SALARY SURVEY 1988

University Library Questionnaire 67

Non-University Library Questionnaire 75

NOTES 78

INTRODUCTION

The 1988 Association of Research Libraries' *Annual Salary Survey* follows the general format and organization of previous years. Salaries in Canadian member libraries continue to be expressed in U.S. dollars, converted at the rate of $1.2826 Canadian per U.S. dollar*. Salaries for staff from the Canada Institute of Scientific and Technical Information are not included. This year's *Survey* includes the salaries of all Directors except one University Library Director.

More minority professional positions are reported this year: 756 this year versus 735 last year, a modest increase of 2.8%. The total number of filled positions, however, increased by less than 1%, from 7,962 to 8,087 (not counting the 77 positions added by the newest ARL member, the University of Illinois, Chicago). Of this year's total minority professionals, 651 were reported in the general libraries and 105 were reported in law and medical libraries. The identification of minority professionals is limited to U.S. university members. The 756 professionals identified as being members of defined minority groups represent 10.4% of all positions reported from the U.S. University segment of the membership. 69.0% of minority U.S. ARL university librarians are women, while women represent 64.3% of non-minority U.S. ARL university librarians.

Minority professionals in U.S. ARL libraries are not proportionately distributed across the country. The South Atlantic and Pacific regions both have disproportionately high shares of the total number, while the Mountain, East and West South Central and West North Central regions have significantly fewer than one would expect. The distribution of minority professionals reported by the membership is as follows:

	Region										
	New Engl	Middle Atl.	E North Central	W North Central	South Atl	East S Central	West S Central	Mt	Pac	Category Total & %	
Category											
Black	19	37	42	15	91	9	5	3	27	248	32.8
Hispanic	10	10	18	1	22	-	15	12	23	111	14.7
Asian	37	63	67	12	54	3	12	18	119	385	50.9
AI/NA**	-	1	3	-	1	-	1	2	4	12	1.6
Regional Totals &	66	111	130	28	168	12	33	35	173	756	
Percent	8.7	14.7	17.2	3.7	22.2	1.6	4.4	4.6	22.9	100%	
Non-Minority Percent:	11.6	16.2	18.2	7.2	15.8	3.6	6.0	6.5	15.0	100%	

Minority professionals earned 2.8% less, on average, than non-minority professionals again this year, a difference of $952. However, any final comparison of average salaries for these two groups should take into account the differentials in professional experience. Tables 17 and 18 provide one context (i.e., years of experience) for comparison of average salaries in Tables 15 and 16.

---

* This is the average monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1987 through June 1988.

** American Indian/Native Alaskan

Several new tables have been added to this year's *Survey*. A new series of tables has been created for the Canadian university members. Tables 25, 26 and 27 display salary information in Canadian dollars, along with related data on years of experience. Two new rank order tables (9 and 10) have been added to show the average salary for each ARL university library member for the current and preceding year. In addition, a new table, Table 21 displays salaries for selected university staff by experience. Separate tables for law and medical libraries are located after the series of tables for other university libraries, and law and medical salaries are excluded from tables 4 through 11 and tables 13 through 24. Please note that some branch libraries now included with the general library of an institution are not under the administrative control of the university library. Table 12 does include law and medical salaries, in order to maintain the ten year retrospective comparison of salaries with the cost of living index.

In 1988, the average salaries paid to librarians in public ARL U.S. libraries were 0.3% higher than those paid their counterparts in privately supported institutions, a difference of only $121 per year. See Table 22 for more details. Size of library has a direct bearing on individual salaries. Salaries in the second largest category of libraries (75 to 124 professionals) average about 15% less than salaries in the largest libraries (over 124 professionals), although the differential between the smaller three categories are much less than the differential between the two largest categories. In the U.S., the highest average salaries continue to be paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the West and East South Central regions. See Table 24 for more data on the continuing geographical influence on salaries.

Overall, salaries of men averaged 10.4% higher than the salaries of women. One noteworthy exception is the average salary for women directors: $83,166, or $1,530 higher than the average salary for directors who are men. While this modest lead for women directors is probably not significant in itself, it does represent a trend of "catching up" that has been evident for several years. Table 17 should be consulted to see how relative experience levels might influence the general comparison of other salaries between men and women.

Table 12 provides an overview of the increases in median and beginning professional salaries during the last decade, and more importantly, places those changes in the context of the increasing Consumer Price Index. Compared to the base year of 1979, the median salary of ARL University librarians kept up with increases in the CPI since 1983, but overall purchasing power is slightly less (1.6%) than in 1979. Increases in the median Beginning Professional Salary continue to lag behind the advances in the median salary. This year's BPS represents 3.4% less purchasing power than the 1979 median BPS. Despite gains that exceeded the growth in the CPI for the past six years, the inflationary losses between 1979 and 1982 have not yet been overcome.

Rank structure is also a factor in library salaries, and while a variety of structures are represented within the university membership, the most commonly found involve either three, four, or five steps, or levels. The table on page 5 briefly indicates the variation in salary and experience levels among the most commonly used structures. There is an orderly progression of average salary and average years experience through the ranks of each of the rank structures shown in the table, with one peculiar exception: the average years of experience for librarians in the first level of the five step structure are slightly higher than the corresponding figure for the second step, a phenomenon we have observed since the first analysis of salary in the context of rank.

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES

	Three step		Four step		Five step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$25,265	5.6 yrs	$24,468	5.5 yrs	$27,945	10.7 yrs
Librarian 2	$34,602	14.1 yrs	$29,411	11.1 yrs	$29,523	9.9 yrs
Librarian 3	$43,345	19.8 yrs	$35,668	16.7 yrs	$35,509	14.7 yrs
Librarian 4			$45,255	21.1 yrs	$40,745	18.2 yrs
Librarian 5					$49,159	23.4 yrs
Overall average:	$36,075	14.6 yrs	$33,362	13.9 yrs	$35,282	14.5 yrs
No. of staff:	1,167		4,139		881	

A final cautionary note is repeated from past years. Users of the *Survey* are advised against making staffing or salary references from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed that may imply organizational patterns that are not valid in specific instances. Please consult the "Notes" and refer to the survey instrument at the back for further information about variant reporting, definitions, assumptions, etc. Finally, this *Survey* concerns itself with salaries only, and other tangible and intangible forms of compensation may have a significant impact on specific salaries.

Gordon Fretwell
University of Massachusetts
December 16, 1988

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1989 61% of the librarians in ARL university libraries earned $30,000 or more, and 73% of non-university staff earned $30,000 or more).

Salary Range	University Librarians				Non-University Librarians			
	1988	%	1989	%	1988*	%	1989	%
$150,000 or more								
140,000---149,999			1					
130,000---139,000	1		2					
120,000---129,000			2					
110,000---119,999	2		3					
100,000---109,999	9		10					
95,000---99,999	4		10		1		2	
90,000---94,999	9		13	1	1		2	
85,000---89,999	15	1	15		2			
80,000---84,999	19		26		1		1	
75,000---79,999	27		35		3		4	
70,000---74,999	34	2	39	2	96	3	120	3
65,000---69,999	54		66	3	70	5	107	6
60,000---64,999	67	3	84	4	128	8	141	10
55,000---59,999	105	4	125	5	147	12	125	13
50,000---54,999	138	6	326	9	160	16	217	19
48,000---49,999	212	9	144	11	83	18	102	22
46,000---47,999	126	10	202	14	80	21	149	26
44,000---45,999	197	13	288	17	143	24	83	28
42,000---43,999	291	16	246	20	93	27	220	34
40,000---41,999	198	19	367	25	233	33	175	38
38,000---39,999	331	23	479	31	238	39	277	46
36,000---37,999	414	28	520	37	154	43	290	53
34,000---35,999	631	36	567	44	289	51	257	60
32,000---33,999	575	43	639	52	298	59	239	66
30,000---31,999	714	52	734	61	244	65	255	73
29,000---29,999	384	57	413	66	191	71	121	76
28,000---28,999	382	62	361	71	317	79	224	82
27,000---27,999	411	67	387	75	154	83	164	87
26,000---26,999	417	72	336	80	58	85	56	88
25,000---25,999	420	78	361	84	81	87	82	90
24,000---24,999	345	82	306	88	112	90	47	92
23,000---23,999	317	86	218	91	70	92	66	93
22,000---22,999	278	90	252	94	120	95	124	97
21,000---21,999	264	93	230	97	66	96	23	
20,000---20,999	258	96	159	98.5	31	97	20	98
19,000---19,999	164	98	69	99.4	12	98	13	
18,000---18,999	87	99.2	43	99.9	33	99	54	99.5
17,000---17,999	45	99.8	6		25	99.2	10	99.7
16,000---16,999	15	99.97	2		10	99.4	2	
15,000---15,999	1				8	99.7	8	
14,000---14,999			1		13		1	
13,999 or less	1							
Total Positions	7,962		8,087		3,765		3,781	
Median Salary	$30,534		$32,461		$36,250		$37,544	

* Excludes Canada Institute for Scientific and Technical Information

Note: Canadian salaries converted to U.S. dollars

ARL NON-UNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Institution	No. of Staff	Median Salaries		Beginning Salaries	
		FY 1988	FY 1989	FY 1988	FY 1989
Boston Public Library	238	$32,584	$36,586	$22,823	$24,249
Canada Institute for Scientific & Technical Information (* D)	ca.65	27,055	U/A	20,345	20,345
Center for Research Libraries	24	26,212	28,055	18,500	19,100
Library of Congress	2,590	39,501	39,000	U/A	15,000
Linda Hall Library (*)	21	27,150	27,350	18,000	18,500
National Agricultural Library	102	33,653	35,270	17,824	18,276
National Library of Canada (* D)	220	28,812	28,812	20,345	20,345
National Library of Medicine (*)	169	35,781	36,854	18,726	19,493
New York Public Library (*)	234	29,000	30,450	22,803	23,943
New York State Library	81	30,094	31,050	21,070	22,124
Newberry Library (*)	51	24,650	23,194	U/A	16,000
Smithsonian Institution Libraries	51	est. 37,000	est. 37,000	18,358	18,726

* - See Notes, pages 77-80.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI), which has also been converted using July 1979 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS Index	Actual CPI	Adjusted CPI
1989**	11	3,781	$37,544	$19,100	202.2	166.7	354.9	184.4
1988**	11	3,765	36,250	18,405	195.2	160.6	340.8	173.3
1987***	10	2,790	33,020	17,912	177.8	156.3	328.0	166.8
1986	12	3,874	33,720	17,308	181.6	151.0	322.8	164.1
1985	11	3,840	33,863	16,500	182.4	144.0	311.7	158.5
1984	11	3,411	31,000	16,556	167.0	144.5	299.3	152.2
1983	11	4,929	25,373	15,487	136.7	135.1	292.2	148.6
1982	10	4,839	23,274	14,955	125.4	130.5	274.4	139.5
1981	12	5,171	20,301	12,651	109.3	110.4	247.8	126.0
1980	12	4,822	19,679	12,391	106.0	108.1	218.9	111.3
1979	11	4,570	18,567	11,460	100.0	100.0	196.7	100.0

Canadian salaries expressed in U.S. dollars.
* Beginning Professional Salary.
** Excludes Canada Institute for Scientific and Technical Information.
*** Excludes Canada Institute for Scientific and Technical Information, New York Public Library, and Newberry Library.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1988	FY 1988	FY 1989	FY 1988r	FY 1989	FY 1988r	FY 1989	FY 1989
Alabama (*)	37	$26,155	$28,281	$25,100	$25,950	$18,000	$19,500	11.9
Alberta (* D)	72	31,611	33,340	31,784	33,657	20,110	20,712	13.4
Arizona	69	30,759	31,846	29,608	30,397	20,000	20,000	11.6
Arizona State	71	31,486	31,398	29,106	29,379	19,500	20,000	12.2
Boston University	47	28,611	29,963	27,000	28,350	19,975	20,800	13.6
Brigham Young (*)	85	28,169	29,063	26,500	27,688	19,500	19,500	12.7
British Columbia (* D)	87	31,335	32,106	30,589	30,879	18,040	18,040	16.4
Brown (*)	65	30,721	32,302	28,858	31,041	21,500	23,000	14.1
Calif., Berkeley (*)	128	41,661	45,287	40,512	44,676	25,380	25,380	19.4
Calif., Davis	56	41,140	44,459	42,264	44,676	25,380	25,380	17.0
Calif., Irvine	45	39,463	42,576	39,456	41,700	25,380	25,380	14.0
Calif., Los Angeles	163	40,874	43,310	42,264	44,676	25,380	25,380	14.6
Calif., Riverside	37	38,015	40,564	36,828	40,314	25,380	25,380	12.3
Calif., San Diego	57	41,776	44,023	40,494	44,676	25,380	25,380	14.2
Calif., Santa Barbara	59	42,627	44,908	42,559	44,676	25,380	25,380	18.2
Case Western Reserve	27	27,966	28,298	27,260	27,280	18,000	18,000	14.0
Chicago	69	29,704	33,805	28,578	30,879	18,500	20,350	14.1
Cincinnati (*)	58	31,588	33,202	33,347	34,636	18,352	19,492	15.6
Colorado	47	31,501	32,266	30,611	31,000	21,000	22,000	14.9
Colorado State	36	31,278	33,829	30,000	31,550	22,500	22,500	18.3
Columbia	103	36,547	39,725	34,715	37,100	23,000	25,000	12.7

r - Figures revised from 1987 survey.
* - See Notes, pages 77-80.
D - Canadian salaries expressed in U.S. dollars.
See Tables 28 and 35 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1988	FY 1988	FY 1989	FY 1988r	FY 1989	FY 1988r	FY 1989	FY 1989
Connecticut	51	$35,302	$39,138	$33,570	$38,750	$20,500	$20,668	16.0
Cornell (*)	113	32,610	33,763	30,013	30,660	18,750	20,000	15.7
Dartmouth	35	33,864	35,541	33,000	35,079	21,500	22,700	12.0
Delaware (* +)	50	28,847	28,728	25,000	24,523	20,000	21,500	8.7
Duke (*)	74	32,255	34,544	31,300	33,300	20,000	21,200	15.1
Emory (*)	46	30,067	31,385	27,400	28,925	18,000	19,000	13.8
Florida (*)	76	29,275	30,452	26,965	27,640	20,000	21,500	14.5
Florida State (*)	45	27,417	29,834	26,170	27,697	17,500	20,000	15.7
Georgetown	40	29,245	30,186	26,545	27,333	20,300	21,500	14.0
Georgia	70	27,490	28,619	25,004	27,444	18,000	18,700	9.5
Georgia Tech	43	27,800	28,429	24,200	24,850	18,000	19,000	11.0
Guelph (D)	30	36,580	39,127	36,315	38,630	19,103	19,960	16.9
Harvard (*)	251	32,118	34,461	29,394	32,401	19,700	20,600	12.5
Hawaii (*)	63	36,589	38,468	36,840	37,560	23,016	24,408	18.6
Houston (*)	40	29,185	30,175	27,642	27,714	17,000	18,000	12.9
Howard	61	31,400	32,640	29,386	30,121	21,762	21,762	15.9
Illinois, Chicago (*)	50	*	33,178	*	31,073	*	23,000	10.4
Illinois, Urbana (*)	122	30,107	31,937	26,475	28,594	20,000	20,000	15.6
Indiana	91	31,245	33,439	28,393	32,444	19,040	21,500	14.3
Iowa	64	31,708	34,024	31,258	33,283	19,290	20,255	14.5
Iowa State	44	32,269	35,915	29,207	33,050	18,700	20,000	15.7

r - Figures revised from 1987 survey.
* - See Notes, pages 77-80.
+ - Exlcudes salary of director.
D - Canadian salaries expressed in U.S. dollars.
See Tables 28 and 35 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1988	FY 1988	FY 1989	FY 1988r	FY 1989	FY 1988r	FY 1989	FY 1989
Johns Hopkins (*)	52	$30,361	$31,886	$29,520	$30,890	$19,616	$20,462	13.8
Kansas (*)	69	25,786	28,411	25,440	28,152	18,500	19,500	13.3
Kent State	40	32,217	36,987	33,331	35,037	19,556	20,167	16.0
Kentucky (*)	52	25,512	28,410	24,602	26,200	17,000	18,000	11.6
Laval (D)	69	28,286	38,421	28,744	38,539	20,240	22,094	17.7
Louisiana State (*)	40	27,487	29,695	26,678	27,210	19,000	20,600	14.1
McGill (D)	64	31,968	35,548	30,951	32,893	18,720	19,633	14.1
McMaster (D)	29	32,350	35,131	32,479	34,523	17,730	20,069	15.4
Manitoba (D)	46	31,897	34,626	32,198	34,832	17,542	17,893	16.1
Maryland	88	31,529	33,007	29,256	30,825	18,978	20,355	13.4
Massachusetts	56	38,111	41,990	37,535	41,918	21,600	22,600	18.3
MIT	77	30,848	33,662	28,700	31,338	20,000	21,000	11.5
Miami	42	29,015	30,816	28,000	29,625	20,000	20,000	19.5
Michigan (*)	95	33,004	35,280	31,810	33,622	21,000	22,500	14.1
Michigan State	77	29,947	32,973	27,815	30,000	20,000	21,000	13.9
Minnesota	99	34,023	34,953	30,598	31,955	20,400	20,400	17.4
Missouri	35	26,636	26,887	26,407	27,129	17,500	18,000	13.9
Nebraska	44	28,395	31,184	25,650	28,610	18,000	19,500	14.6
New Mexico	44	29,552	32,020	29,270	31,134	19,420	20,780	14.0
New York University (*)	52	31,650	37,019	31,650	33,470	25,000	26,000	13.1
North Carolina (*)	80	29,572	31,213	28,000	29,450	18,000	19,000	13.0

r - Figures revised from 1987 survey.
* - See Notes, pages 77-80.
D - Canadian salaries expressed in U.S. dollars.
See Tables 28 and 35 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1988	FY 1988	FY 1989	FY 1988r	FY 1989	FY 1988r	FY 1989	FY 1989
North Carolina State	42	$29,763	$31,597	$28,035	$29,422	$19,500	$20,100	13.9
Northwestern (*)	82	31,265	32,436	28,694	29,411	20,000	21,000	14.6
Notre Dame	31	30,977	32,538	28,400	29,900	20,000	21,700	15.8
Ohio State	105	30,931	32,686	29,400	30,300	20,040	21,000	13.1
Oklahoma	30	26,019	29,509	24,937	28,966	18,000	28,966	10.7
Oklahoma State (*)	41	24,426	27,413	21,270	23,500	17,040	19,200	12.0
Oregon	60	30,189	30,554	28,875	29,333	19,000	19,000	14.1
Pennsylvania	74	31,740	33,159	29,450	30,950	20,000	22,000	14.9
Pennsylvania State	103	33,528	35,920	31,164	33,720	22,008	23,016	14.9
Pittsburgh (*)	57	30,571	31,893	28,964	30,150	17,000	18,000	13.9
Princeton (*)	109	33,406	35,140	31,800	32,100	20,500	22,000	13.7
Purdue	53	29,856	31,979	26,850	28,900	17,000	18,000	15.3
Queen's (D)	33	29,817	32,032	27,953	29,707	19,305	20,136	15.2
Rice	37	27,557	29,450	26,150	28,000	20,000	20,600	9.8
Rochester (*)	52	27,600	28,062	27,191	26,463	16,500	17,500	15.4
Rutgers (*)	96	42,618	45,543	41,805	42,680	23,785	24,975	13.8
Saskatchewan (* D)	31	31,431	32,583	31,749	33,677	19,096	19,096	14.4
South Carolina	42	29,092	30,349	27,550	29,172	20,300	20,300	14.5
Southern California (*)	71	34,749	37,039	31,500	34,646	25,800	27,606	14.4
Southern Illinois (*)	45	31,777	34,289	30,156	32,508	19,500	20,850	17.7
Stanford (*)	129	40,594	43,096	37,903	40,030	25,800	27,000	19.3

r - Figures revised from 1987 survey.
* - See Notes, pages 77-80.
D - Canadian salaries expressed in U.S. dollars.
See Tables 28 and 35 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1988	FY 1988	FY 1989	FY 1988r	FY 1989	FY 1988r	FY 1989	FY 1989
SUNY - Albany	47	$31,391	$33,643	$34,976	$34,937	$20,000	$20,400	15.2
SUNY - Buffalo (*)	54	33,799	35,661	32,500	33,509	19,500	21,500	12.2
SUNY - Stony Brook (*)	40	35,401	37,568	34,290	36,532	21,500	25,500	13.9
Syracuse (*)	47	28,213	30,978	26,828	29,100	18,000	20,000	14.6
Temple (*)	44	28,966	30,938	28,088	29,484	17,640	18,500	14.4
Tennessee (*)	46	29,522	31,732	27,343	28,795	19,000	19,000	13.2
Texas (*)	97	28,338	30,550	27,100	28,890	19,000	19,000	16.0
Texas A & M (*)	52	29,914	31,763	26,401	28,500	19,000	20,000	11.0
Toronto (* D)	141	34,186	36,473	34,778	37,945	19,337	20,272	17.2
Tulane (*)	35	26,943	28,062	25,050	27,000	19,000	20,000	14.4
Utah	42	27,606	28,434	25,350	26,500	18,000	18,000	12.1
Vanderbilt	68	27,681	28,428	25,200	25,650	19,000	20,000	10.3
Virginia	63	31,408	33,769	30,100	31,000	19,000	20,000	16.0
Virginia Tech	50	30,596	32,037	29,600	31,700	19,200	20,200	13.4
Washington	103	28,631	29,953	26,514	27,720	18,720	19,500	15.6
Washington State	43	29,469	29,662	28,768	29,058	18,000	19,572	13.7
Washington, St. Louis	40	28,362	29,661	25,933	26,188	19,152	19,728	11.4
Waterloo (D)	44	32,885	34,396	31,734	33,320	20,066	21,069	13.0
Wayne State	59	33,001	31,689	31,466	29,465	21,000	21,000	12.9
Western Ontario (* D)	44	30,050	30,949	29,332	30,680	18,775	21,317	14.4
Wisconsin	103	32,773	33,201	30,697	31,581	17,200	17,288	13.9
Yale (*)	119	37,388	39,169	33,550	35,830	23,500	25,000	14.6
York (D)	44	36,860	39,334	37,377	40,403	18,073	21,052	16.7

r - Figures revised from 1987 survey.
* - See Notes, pages 77-80.
D - Canadian salaries expressed in U.S. dollars.
See Tables 28 and 35 for statistics related to medical and law library salaries.

23

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 24,000 and over
2 - 22,000-23,999
3 - 21,000-21,999
4 - 20,000-20,999
5 - 19,000-19,999
6 - 18,000-18,999
7 - 17,000-17,999
8 - below 17,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Southern California	$25,800		51	Southern Illinois	$19,500
	1	Stanford	25,800		51	SUNY-Buffalo	19,500
	3	Calif. - Berkeley	25,380		56	New Mexico	19,420
	3	Calif. - Davis	25,380		57	Toronto	19,337
	3	Calif. - Irvine	25,380		58	Queen's	19,305
	3	Calif. - Los Angeles	25,380		59	Iowa	19,290
	3	Calif. - Riverside	25,380		60	Virginia Tech	19,200
	3	Calif. - San Diego	25,380		61	Washington, St. Louis	19,152
	3	Calif. - Santa Barbara	25,380		62	Guelph	19,103
	10	New York University	25,000		63	Saskatchewan	19,096
					64	Indiana	19,040
2	11	Rutgers	23,785		65	Louisiana State	19,000
	12	Yale	23,500		65	Oregon	19,000
	13	Hawaii	23,016		65	Tennessee	19,000
	14	Columbia	23,000		65	Texas	19,000
	15	Colorado State	22,500		65	Texas A&M	19,000
	16	Pennsylvania State	22,008		65	Tulane	19,000
					65	Vanderbilt	19,000
3	17	Howard	21,762		65	Virginia	19,000
	18	Massachusetts	21,600				
	19	Brown	21,500	6	73	Maryland	18,978
	19	Dartmouth	21,500		74	Western Ontario	18,775
	19	SUNY-Stony Brook	21,500		75	Cornell	18,750
	22	Colorado	21,000		76	McGill	18,720
	22	Michigan	21,000		76	Washington	18,720
	22	Wayne State	21,000		78	Iowa State	18,700
					79	Chicago	18,500
4	25	Connecticut	20,500		79	Kansas	18,500
	25	Princeton	20,500		81	Cincinnati	18,352
	27	Minnesota	20,400		82	York	18,073
	28	Georgetown	20,300		83	British Columbia	18,040
	28	South Carolina	20,300		84	Alabama	18,000
	30	Laval	20,240		84	Case Western	18,000
	31	Alberta	20,110		84	Emory	18,000
	32	Waterloo	20,066		84	Georgia	18,000
	33	Ohio State	20,040		84	Georgia Tech	18,000
	34	Arizona	20,000		84	Nebraska	18,000
	34	Delaware	20,000		84	North Carolina	18,000
	34	Duke	20,000		84	Oklahoma	18,000
	34	Florida	20,000		84	Syracuse	18,000
	34	Illinois, Urbana	20,000		84	Utah	18,000
	34	MIT	20,000		84	Washington State	18,000
	34	Miami	20,000				
	34	Michigan State	20,000	7	95	McMaster	17,730
	34	Northwestern	20,000		96	Temple	17,640
	34	Notre Dame	20,000		97	Manitoba	17,542
	34	Pennsylvania	20,000		98	Florida State	17,500
	34	Rice	20,000		98	Missouri	17,500
	34	SUNY-Albany	20,000		100	Wisconsin	17,200
					101	Oklahoma State	17,040
5	47	Boston University	19,975		102	Houston	17,000
	48	Harvard	19,700		102	Kentucky	17,000
	49	Johns Hopkins	19,616		102	Pittsburgh	17,000
	50	Kent State	19,556		102	Purdue	17,000
	51	Arizona State	19,500				
	51	Brigham Young	19,500	8	106	Rochester	16,500
	51	North Carolina State	19,500				

Illinois, Chicago was not a member of ARL during this period.
All Canadian salaries and some U.S. salaries revised from 1987 Survey figures.
Canadian salaries expressed in U.S. dollars.
See Tables 28 through 41 for tables related to medical and law library statistics.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 25,000 and over
2 - 23,000-24,999
3 - 22,000-22,999
4 - 21,000-21,999
5 - 20,000-20,999
6 - 19,000-19,999
7 - 18,000-18,999
8 - 17,000-17,999

Group	Rank	Institution	Salary
1	1	Oklahoma	$28,966
	2	Southern California	27,6[illegible]
	3	Stanford	27,000
	4	New York University	[illegible],000
	5	SUNY-Stony Brook	25,500
	6	Calif., Berkeley	25,380
	6	Calif., Davis	25,380
	6	Calif., Irvine	25,380
	6	Calif., Los Angeles	25,380
	6	Calif., Riverside	25,380
	6	Calif., San Diego	25,380
	6	Calif., Santa Barbara	25,380
	13	Columbia	25,000
	13	Yale	25,000
2	15	Rutgers	24,975
	16	Hawaii	24,408
	17	Pennsylvania State	23,016
	18	Brown	23,000
	18	Illinois, Chicago	23,000
3	20	Dartmouth	22,700
	21	Massachusetts	22,600
	22	Colorado State	22,500
	22	Michigan	22,500
	24	Laval	22,094
	25	Colorado	22,000
	25	Pennsylvania	22,000
	25	Princeton	22,000
4	28	Howard	21,762
	29	Notre Dame	21,700
	30	Delaware	21,500
	30	Florida	21,500
	30	Georgetown	21,500
	30	Indiana	21,500
	30	SUNY-Buffalo	21,500
	35	Western Ontario	21,317
	36	Duke	21,200
	37	Waterloo	21,069
	38	York	21,052
	39	MIT	21,000
	39	Michigan State	21,000
	39	Northwestern	21,000
	39	Ohio State	21,000
	39	Wayne State	21,000
5	44	Southern Illinois	20,850
	45	Boston University	20,800
	46	New Mexico	20,780
	47	Alberta	20,712
	48	Connecticut	20,668
	49	Harvard	20,600
	49	Louisiana State	20,600
	49	Rice	20,600
	52	Johns Hopkins	20,462
	53	Minnesota	20,400
	53	SUNY-Albany	$20,400
	55	Maryland	20,355
	56	Chicago	20,350
	57	South Carolina	20,300
	58	Toronto	20,272
	59	Iowa	20,255
	60	Virginia Tech	20,200
	61	Kent State	20,167
	62	Queen's	20,136
	63	North Carolina State	20,100
	64	McMaster	20,069
	65	Arizona	20,000
	65	Arizona State	20,000
	65	Cornell	20,000
	65	Florida State	20,000
	65	Illinois, Urbana	20,000
	65	Iowa State	20,000
	65	Miami	20,000
	65	Syracuse	20,000
	65	Texas A&M	20,000
	65	Tulane	20,000
	65	Vanderbilt	20,000
	65	Virginia	20,000
6	77	Guelph	19,960
	78	Washington, St. Louis	19,728
	79	McGill	19,633
	80	Washington State	19,572
	81	Alabama	19,500
	81	Brigham Young	19,500
	81	Kansas	19,500
	81	Nebraska	19,500
	81	Washington	19,500
	86	Cincinnati	19,492
	87	Oklahoma State	19,200
	88	Saskatchewan	19,098
	89	Emory	19,000
	89	Georgia Tech	19,000
	89	North Carolina	19,000
	89	Oregon	19,000
	89	Tennessee	19,000
	89	Texas	19,000
7	95	Georgia	18,700
	96	Case Western	18,500
	96	Temple	18,500
	98	British Columbia	18,040
	99	Houston	18,000
	99	Kentucky	18,000
	99	Missouri	18,000
	99	Pittsburgh	18,000
	99	Purdue	18,000
	99	Utah	18,000
8	105	Manitoba	17,893
	106	Rochester	17,500
	107	Wisconsin	17,288

Canadian salaries expressed in U.S. dollars.
See Tables 28 through 41 for statistics related to medical and law library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 35,000 and over
2 - 32,000-34,999
3 - 31,000-31,999
4 - 30,000-30,999
5 - 29,000-29,999
6 - 28,000-28,999
7 - 27,000-27,999
8 - 26,000-26,999
9 - 25,000-25,999
10 - below 25,000

Group	Rank	Institution	Salary
1	1	Calif., Santa Barbara	$42,559
	2	Calif., Davis	42,264
	2	Calif., Los Angeles	42,264
	4	Rutgers	41,805
	5	Calif., Berkeley	40,512
	6	Calif., San Diego	40,494
	7	Calif., Irvine	39,456
	8	Stanford	37,903
	9	Massachusetts	37,535
	10	York	37,377
	11	Hawaii	36,840
	12	Calif., Riverside	36,828
	13	Guelph	36,315
2	14	SUNY-Albany	34,976
	15	Toronto	34,778
	16	Columbia	34,715
	17	SUNY-Stony Brook	34,290
	18	Connecticut	33,570
	19	Yale	33,550
	20	Cincinnati	33,347
	21	Kent State	33,331
	22	Dartmouth	33,000
	23	SUNY-Buffalo	32,500
	24	McMaster	32,479
	25	Manitoba	32,198
3	26	Michigan	31,810
	27	Princeton	31,600
	28	Alberta	31,784
	29	Saskatchewan	31,749
	30	Waterloo	31,734
	31	New York University	31,650
	32	Southern California	31,500
	33	Wayne State	31,466
	34	Duke	31,300
	35	Iowa	31,258
	36	Pennsylvania State	31,164
4	37	McGill	30,951
	38	Wisconsin	30,697
	39	Colorado	30,611
	40	Minnesota	30,598
	41	British Columbia	30,589
	42	Southern Illinois	30,156
	43	Virginia	30,100
	44	Cornell	30,013
	45	Colorado State	30,000
5	46	Arizona	29,608
	47	Virginia Tech	29,600
	48	Johns Hopkins	29,520
	49	Pennsylvania	29,450
	50	Ohio State	29,400
	51	Harvard	29,394
	52	Howard	29,386
	53	Western Ontario	29,332
	54	New Mexico	29,270
	55	Maryland	$29,256
	56	Iowa State	29,207
	57	Arizona State	29,106
6	58	Pittsburgh	28,964
	59	Oregon	28,875
	60	Brown	28,858
	61	Washington State	28,768
	62	Laval	28,744
	63	MIT	28,700
	64	Northwestern	28,694
	65	Chicago	28,578
	66	Notre Dame	28,400
	67	Indiana	28,393
	68	Temple	28,088
	69	North Carolina State	28,035
	70	Miami	28,000
	70	North Carolina	28,000
7	72	Queen's	27,953
	73	Michigan State	27,815
	74	Houston	27,642
	75	South Carolina	27,550
	76	Emory	27,400
	77	Tennessee	27,343
	78	Case Western	27,260
	79	Rochester	27,191
	80	Texas	27,100
	81	Boston University	27,000
8	82	Florida	26,965
	83	Purdue	26,850
	84	Syracuse	26,828
	85	Louisiana State	26,678
	86	Georgetown	26,545
	87	Washington	26,514
	88	Brigham Young	26,500
	89	Illinois, Urbana	26,475
	90	Missouri	26,407
	91	Texas A&M	26,401
	92	Florida State	26,170
	93	Rice	26,150
9	94	Washington, St.Louis	25,933
	95	Nebraska	25,650
	96	Kansas	25,440
	97	Utah	25,350
	98	Vanderbilt	25,200
	99	Alabama	25,100
	100	Tulane	25,050
	101	Georgia	25,004
	102	Delaware	25,000
10	103	Oklahoma	24,937
	104	Kentucky	24,602
	105	Georgia Tech	24,200
	106	Oklahoma State	21,270

Illinois, Chicago was not a member of ARL during this period.
All Canadian salaries and some U.S. salaries revised from 1987 Survey figures.
Canadian salaries expressed in U.S. dollars.
See Tables 28 through 41 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over	6 - 30,000-30,999
2 - 37,000-39,999	7 - 29,000-29,999
3 - 34,000-36,999	8 - 28,000-28,999
4 - 32,000-33,999	9 - 27,000-27,999
5 - 31,000-31,999	10 - below 27,000

Group	Rank	Institution	Salary
1	1	Calif., Berkeley	$44,676
	1	Calif., Davis	44,676
	1	Calif., Los Angeles	44,676
	1	Calif., San Diego	44,676
	1	Calif., Santa Barbara	44,676
	6	Rutgers	42,680
	7	Massachusetts	41,918
	8	Calif., Irvine	41,700
	9	York	40,403
	10	Calif., Riverside	40,314
	11	Stanford	40,030
2	12	Connecticut	38,750
	13	Guelph	38,630
	14	Laval	38,539
	15	Toronto	37,945
	16	Hawaii	37,560
	17	Columbia	37,100
3	18	SUNY-Stony Brook	36,532
	19	Yale	35,830
	20	Dartmouth	35,079
	21	Kent State	35,037
	22	SUNY-Albany	34,937
	23	Manitoba	34,832
	24	Southern California	34,646
	25	Cincinnati	34,636
	26	McMaster	34,523
4	27	Pennsylvania State	33,720
	28	Saskatchewan	33,677
	29	Alberta	33,657
	30	Michigan	33,622
	31	SUNY-Buffalo	33,509
	32	New York University	33,470
	33	Waterloo	33,320
	34	Duke	33,300
	35	Iowa	33,283
	36	Iowa State	33,050
	37	McGill	32,893
	38	Southern Illinois	32,508
	39	Indiana	32,444
	40	Harvard	32,401
	41	Princeton	32,401
5	42	Minnesota	31,955
	43	Virginia Tech	31,700
	44	Wisconsin	31,581
	45	Colorado State	31,550
	46	MIT	31,336
	47	New Mexico	31,134
	48	Illinois, Chicago	31,073
	49	Brown	31,041
	50	Colorado	31,000
	50	Virginia	31,000
6	52	Pennsylvania	30,950
	53	Johns Hopkins	30,890
	54	British Columbia	$30,879
	54	Chicago	30,879
	56	Maryland	30,825
	57	Western Ontario	30,680
	58	Cornell	30,660
	59	Arizona	30,397
	60	Ohio State	30,300
	61	Pittsburgh	30,150
	62	Howard	30,121
	63	Michigan	30,000
7	64	Notre Dame	29,900
	65	Queen's	29,707
	66	Miami	29,625
	67	Temple	29,484
	68	Wayne State	29,465
	69	North Carolina	29,450
	70	North Carolina State	29,422
	71	Northwestern	29,411
	72	Arizona State	29,379
	73	Oregon	29,333
	74	South Carolina	29,172
	75	Syracuse	29,100
	76	Washington State	29,058
8	77	Oklahoma	28,966
	78	Emory	28,925
	79	Purdue	28,900
	80	Texas	28,890
	81	Tennessee	28,795
	82	Nebraska	28,610
	83	Illinois, Urbana	28,594
	84	Texas A&M	28,500
	85	Boston University	28,350
	86	Kansas	28,152
	87	Rice	28,000
9	88	Washington	27,720
	89	Houston	27,714
	90	Florida State	27,697
	91	Brigham Young	27,688
	92	Florida	27,640
	93	Georgia	27,444
	94	Georgetown	27,333
	95	Case Western Reserve	27,280
	96	Louisiana State	27,210
	97	Missouri	27,129
	98	Tulane	27,000
10	99	Utah	26,500
	100	Rochester	26,463
	101	Kentucky	26,200
	102	Washington, St. Louis	26,188
	103	Alabama	25,950
	104	Vanderbilt	25,650
	105	Georgia Tech	24,850
	106	Delaware	24,523
	107	Oklahoma State	23,500

Canadian salaries expressed in U.S. dollars.

See Tables 28 through 41 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over
2 - 37,000-39,999
3 - 34,000-36,999
4 - 32,000-33,999
5 - 31,000-31,999
6 - 30,000-30,999
7 - 29,000-29,999
8 - 28,000-28,999
9 - 27,000-27,999
10 - below 27,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Calif., Santa Barbara	$42,627	6	54	Notre Dame	$30,977
	2	Rutgers	42,618		55	Ohio State	30,931
	3	Calif., San Diego	41,776		56	MIT	30,848
	4	Calif., Berkeley	41,661		57	Arizona	30,759
	5	Calif., Davis	41,140		58	Brown	30,721
	6	Calif., Los Angeles	40,874		59	Virginia Tech	30,596
	7	Stanford	40,594		60	Pittsburgh	30,571
					61	Johns Hopkins	30,361
2	8	Calif., Irvine	39,463		62	Oregon	30,189
	9	Massachusetts	38,111		63	Illinois, Urbana	30,107
	10	Calif., Riverside	38,015		64	Emory	30,067
	11	Yale	37,388		65	Western Ontario	30,050
3	12	York	36,860	7	66	Michigan State	29,947
	13	Hawaii	36,589		67	Texas A&M	29,914
	14	Guelph	36,580		68	Purdue	29,856
	15	Columbia	36,547		69	Queen's	29,817
	16	SUNY-Stony Brook	35,401		70	North Carolina State	29,763
	17	Connecticut	35,302		71	Chicago	29,704
	18	Southern California	34,749		72	North Carolina	29,572
	19	Toronto	34,186		73	New Mexico	29,552
	20	Minnesota	34,023		74	Tennessee	29,522
					75	Washington State	29,469
4	21	Dartmouth	33,834		76	Florida	29,275
	22	SUNY-Buffalo	33,799		77	Georgetown	29,245
	23	Pennsylvania State	33,528		78	Houston	29,185
	24	Princeton	33,406		79	South Carolina	29,092
	25	Michigan	33,004		80	Miami	29,015
	26	Wayne State	33,001				
	27	Waterloo	32,685	8	81	Temple	28,966
	28	Wisconsin	32,773		82	Delaware	28,847
	29	Cornell	32,610		83	Washington	28,631
	30	McMaster	32,350		84	Boston University	28,611
	31	Iowa State	32,269		85	Nebraska	28,395
	32	Duke	32,255		86	Washington, St. Louis	28,362
	33	Kent State	32,217		87	Texas	28,338
	34	Harvard	32,118		88	Laval	28,286
					89	Syracuse	28,213
5	35	McGill	31,968		90	Brigham Young	28,169
	36	Manitoba	31,897				
	37	Southern Illinois	31,777	9	91	Case Western Reserve	27,966
	38	Pennsylvania	31,740		92	Georgia Tech	27,800
	39	Iowa	31,708		93	Vanderbilt	27,681
	40	New York University	31,650		94	Utah	27,606
	41	Alberta	31,611		95	Rochester	27,600
	42	Cincinnati	31,588		96	Rice	27,557
	43	Maryland	31,529		97	Georgia	27,490
	44	Colorado	31,501		98	Louisiana State	27,487
	45	Arizona State	31,486		99	Florida State	27,417
	46	Saskatchewan	31,431				
	47	Virginia	31,408	10	100	Tulane	26,943
	48	Howard	31,400		101	Missouri	26,636
	49	SUNY-Albany	31,391		102	Alabama	26,155
	50	British Columbia	31,335		103	Oklahoma	26,019
	51	Colorado State	31,278		104	Kansas	25,786
	52	Northwestern	31,265		105	Kentucky	25,512
	53	Indiana	31,245		106	Oklahoma State	25,426

Illinois, Chicago was not a member of ARL during this period.
All Canadian salaries and some U.S. salaries revised from 1987 Survey figures.
Canadian salaries expressed in U.S. dollars.
See Tables 28 through 41 for statistics related to medical and law ...

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over
2 - 37,000-39,999
3 - 34,000-36,999
4 - 33,000-33,999
5 - 32,000-32,999
6 - 31,000-31,999
7 - 30,000-30,999
8 - 29,000-29,999
9 - 28,000-28,999
10 - below 28,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$45,543		55	Notre Dame	$32,538
	2	Calif., Berkeley	45,287		56	Northwestern	32,436
	3	Calif., Santa Barbara	44,908		57	Brown	32,302
	4	Calif., Davis	44,459		58	Colorado	32,266
	5	Calif., San Diego	44,023		59	British Columbia	32,106
	6	Calif., Los Angeles	43,310		60	Virginia Tech	32,037
	7	Stanford	43,096		61	Queen's	32,032
	8	Calif., Irvine	42,576		62	New Mexico	32,020
	9	Massachusetts	41,990				
	10	Calif., Riverside	40,564	6	63	Purdue	31,979
					64	Illinois, Urbana	31,937
2	11	Columbia	39,725		65	Pittsburgh	31,893
	12	York	39,334		66	Johns Hopkins	31,886
	13	Yale	39,169		67	Arizona	31,846
	14	Connecticut	39,138		68	Texas A&M	31,763
	15	Guelph	39,127		69	Tennessee	31,732
	16	Hawaii	38,468		70	Wayne State	31,689
	17	Laval	38,421		71	North Carolina	31,597
	18	SUNY-Stony Brook	37,568		72	Arizona State	31,398
	19	Southern California	37,039		73	Emory	31,385
	20	New York University	37,019		74	North Carolina	31,213
					75	Nebraska	31,184
3	21	Kent State	36,987				
	22	Toronto	36,473	7	76	Syracuse	30,978
	23	Pennsylvania State	35,920		77	Western Ontario	30,949
	24	Iowa State	35,915		78	Temple	30,938
	25	SUNY-Buffalo	35,661		79	Miami	30,816
	26	McGill	35,548		80	Oregon	30,554
	27	Dartmouth	35,541		81	Texas	30,550
	28	Michigan	35,280		82	Florida	30,452
	29	Princeton	35,140		83	South Carolina	30,349
	30	McMaster	35,131		84	Georgetown	30,186
	31	Minnesota	34,953		85	Houston	30,175
	32	Manitoba	34,626				
	33	Duke	34,544	8	86	Boston University	29,963
	34	Harvard	34,461		87	Washington	29,953
	35	Waterloo	34,396		88	Florida State	29,834
	36	Southern Illinois	34,289		89	Louisiana State	29,695
	37	Iowa	34,024		90	Washington State	29,662
					91	Washington, St. Louis	29,661
4	38	Colorado State	33,829		92	Oklahoma	29,509
	39	Chicago	33,805		93	Rice	29,450
	40	Virginia	33,769		94	Brigham Young	29,063
	41	Cornell	33,763				
	42	MIT	33,662	9	95	Delaware	28,728
	43	SUNY-Albany	33,643		96	Georgia	28,619
	44	Indiana	33,439		97	Utah	28,434
	45	Alberta	33,340		98	Georgia Tech	28,429
	46	Cincinnati	33,202		99	Vanderbilt	28,428
	47	Wisconsin	33,201		100	Kansas	28,411
	48	Illinois, Chicago	33,178		101	Kentucky	28,410
	49	Pennsylvania	33,159		102	Case Western	28,298
	50	Maryland	33,007		103	Alabama	28,281
					104	Rochester	28,062
5	51	Michigan State	32,973		105	Tulane	28,062
	52	Ohio State	32,686				
	53	Howard	32,640	10	106	Oklahoma State	27,413
	54	Saskatchewan	32,583		107	Missouri	26,887

Canadian salaries expressed in U.S. dollars.

See Tables 28 through 41 for statistics related to medical and law library salaries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1986-89

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1986	1987	1988r	1989	1986	1987	1988r	1989	1986	1987	1988r	1989
Alabama	*	*	102	103	105	104	99	103	76	100	84	81
Alberta	*	*	41	45	25	51	28	29	44	42	31	47
Arizona	*	*	57	67	95	60	46	59	58	73	34	65
Arizona State	*	*	45	72	28	45	57	72	30	44	51	65
Boston	*	*	84	86	95	86	81	85	61	49	47	45
Brigham Young	*	*	90	94	48	66	88	91	30	32	51	81
British Columbia	*	*	50	59	54	73	41	54	74	86	83	98
Brown	*	*	58	57	83	52	60	49	15	16	19	18
Cal., Berkeley	*	*	4	2	1	1	5	1	2	3	3	6
Cal., Davis	*	*	5	4	7	1	2	1	2	3	3	6
Cal., Irvine	*	*	8	8	8	5	7	8	2	3	3	6
Cal., Los Angeles	*	*	6	6	1	1	2	1	2	3	3	6
Cal., Riverside	*	*	10	10	5	7	12	10	2	3	3	6
Cal., San Diego	*	*	3	5	5	7	6	1	2	3	3	6
Cal., Santa Barbara	*	*	1	3	1	1	1	1	2	3	3	6
Case Western Reserve	*	*	91	102	81	82	78	95	90	75	84	96
Chicago	*	*	71	39	67	72	65	54	94	75	79	56
Cincinnati	*	*	42	46	21	22	20	25	48	60	81	86
Colorado	*	*	44	58	23	26	39	50	21	32	22	25
Colorado State	*	*	51	38	30	50	45	45	9	11	15	22
Columbia	*	*	15	11	12	12	16	17	18	13	14	13
Connecticut	*	*	17	14	22	19	18	12	27	55	25	48
Cornell	*	*	29	41	30	37	44	58	61	60	75	65
Dartmouth	*	*	21	27	78	57	22	20	48	49	19	20
Delaware	*	*	82	95	77	98	102	106	48	58	34	30
Duke	*	*	32	33	36	29	34	34	45	44	34	36
Emory	*	*	64	73	56	69	76	78	61	75	84	89
Florida	*	*	76	82	99	75	82	92	30	57	34	30
Florida State	*	*	99	88	99	83	92	90	104	100	98	65
Georgetown	*	*	77	84	80	76	86	94	61	49	28	30
Georgia	*	*	97	96	91	95	101	93	76	85	84	95
Georgia Tech	*	*	92	98	104	105	105	105	76	75	84	89
Guelph	*	*	14	15	14	21	13	13	89	84	62	77
Harvard	*	*	34	34	60	47	51	40	29	44	48	49
Hawaii	*	*	13	16	27	11	11	16	12	14	13	16
Houston	*	*	78	85	59	59	74	89	76	87	102	99
Howard	*	*	48	53	44	64	52	62	14	15	17	28
Illinois, Chicago	**	**	**	48	**	**	**	48	**	**	**	18
Illinois, Urbana	*	*	63	64	82	74	89	83	48	32	34	65
Indiana	*	*	53	44	84	58	67	39	102	74	64	30

r - 1987 rankings revised from 1987 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.

TABLE 11: SUMMARY OF RANKINGS, FISCAL YEARS 1986-89

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1986	1987	1988r	1989	1986	1987	1988r	1989	1986	1987	1988r	1989
Iowa	*	*	39	37	65	30	35	35	48	49	59	59
Iowa State	*	*	31	24	90	63	56	36	48	60	78	65
Johns Hopkins	*	*	61	66	57	46	48	53	60	54	49	52
Kansas	*	*	104	100	93	94	96	86	76	60	79	81
Kent State	*	*	33	21	11	18	21	21	17	26	50	61
Kentucky	*	*	105	101	102	101	104	101	94	100	102	99
Laval	*	*	88	17	35	14	62	14	92	30	30	24
Louisiana State	*	*	98	89	71	81	85	96	76	32	65	49
McGill	*	*	35	26	38	56	37	37	100	99	76	79
McMaster	*	*	30	30	39	42	24	26	103	104	95	64
Manitoba	*	*	36	32	41	34	25	23	101	103	97	105
Maryland	*	*	43	50	45	43	55	56	55	48	73	55
Massachusetts	*	*	9	9	10	10	9	7	18	22	18	21
MIT	*	*	56	42	52	47	63	46	28	32	34	39
Miami	*	*	80	79	49	47	70	66	94	22	34	65
Michigan	*	*	25	28	40	33	26	30	25	27	22	22
Michigan State	*	*	66	51	72	40	73	63	30	32	34	39
Minnesota	*	*	20	31	17	27	40	42	20	25	27	53
Missouri	*	*	101	107	89	79	90	97	94	87	98	99
Nebraska	*	*	85	75	92	100	95	82	61	87	84	81
New Mexico	*	*	73	62	42	39	54	47	30	32	56	46
New York	*	*	40	20	51	31	31	32	9	10	10	4
North Carolina	*	*	72	74	69	84	70	69	76	75	84	89
North Carolina State	*	*	70	71	70	85	69	70	30	32	51	63
Northwestern	*	*	52	56	47	65	64	71	30	60	34	39
Notre Dame	*	*	54	55	32	40	66	64	61	32	34	29
Ohio State	*	*	55	52	29	36	50	60	30	31	33	39
Oklahoma	*	*	103	92	88	93	103	77	61	87	84	1
Oklahoma State	*	*	106	106	106	106	106	107	73	96	101	87
Oregon	*	*	62	80	62	61	59	73	30	49	65	89
Pennylvania	*	*	38	49	43	62	49	52	57	72	34	25
Pennylvania	*	*	23	23	32	32	36	27	24	21	16	17
Pittsburgh	*	*	60	65	64	77	58	61	75	87	102	99
Princeton	*	*	24	29	34	23	27	41	25	28	25	25
Purdue	*	*	68	63	58	76	83	79	76	87	102	99
Queen's	*	*	69	61	101	92	72	65	76	82	58	62
Rice	*	*	96	93	95	103	93	87	30	32	34	49
Rochester	*	*	95	104	75	97	79	100	105	105	106	106
Rutgers	*	*	2	1	4	6	4	6	13	19	11	15
Saskatchewan	*	*	46	54	48	53	29	28	88	83	63	88

r - 1987 rankings revised from 1987 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.

TABLE 11: SUMMARY OF RANKINGS, FISCAL YEARS 1986-89

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1986	1987	1988r	1989	1986	1987	1988r	1989	1986	1987	1988r	1989
South Carolina	*	*	79	83	74	67	75	74	23	22	28	57
Southern California	*	*	18	19	19	20	32	24	16	2	1	2
Southern Illinois	*	*	37	36	37	28	42	38	43	28	51	44
Stanford	*	*	7	7	9	9	8	11	1	1	1	3
SUNY-Albany	*	*	49	43	20	15	14	22	48	60	34	53
SUNY-Buffalo	*	*	22	25	18	25	23	31	61	60	51	30
SUNY-Stony Brook	*	*	16	18	15	16	17	18	30	16	19	5
Syracuse	*	*	89	76	73	71	84	75	94	87	84	65
Temple	*	*	81	78	63	70	68	67	94	96	96	96
Tennessee	*	*	74	69	79	78	77	81	76	32	65	89
Texas	*	*	87	81	68	89	80	80	61	75	65	89
Texas A&M	*	*	67	68	76	99	91	84	76	87	65	65
Toronto	*	*	19	22	24	17	15	15	93	81	57	58
Tulane	*	*	100	104	98	90	100	98	61	60	65	65
Utah			94	97	86	91	97	99	30	60	84	99
Vanderbilt		*	93	99	94	102	98	104	76	87	65	65
Virginia	*	*	47	40	52	37	43	50	61	60	65	65
Virginia Tech	*	*	59	60	65	44	47	43	47	47	60	60
Washington	*	*	83	87	85	80	87	88	46	60	76	81
Wahington State	*	*	75	90	50	54	61	76	30	60	84	80
Washington, St. Louis	*	*	86	91	103	87	94	102	56	56	61	78
Waterloo	*	8	27	35	46	55	30	33	72	59	32	37
Wayne State	*	*	26	70	16	24	33	68	21	16	22	39
Western Onatrio	*	*	65	77	87	88	53	57	91	98	74	35
Wisconsin	*	*	28	47	55	35	38	44	58	20	100	107
Yale	*	*	11	13	26	13	19	19	11	11	12	13
York		*	12	12	13	96	10	9	106	106	82	38

r - 1987 rankings revised from 1987 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.

TABLE 12: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); all of which have been converted using July 1979 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1989	107	8,087	$32,461	$20,400	181.4	178.2	354.9	180.4
1988	106	7,962	30,534	19,460	170.6	170.0	340.8	173.3
1987	105	7,718	28,941	18,250	161.2	159.4	328.0	166.8
1986	105	7,543	27,485	17,500	153.6	152.8	322.8	164.1
1985	104	7,161	26,100	16,500	145.8	144.1	311.7	158.5
1984	103	7,039	24,940	15,778	139.2	137.8	299.3	152.2
1983	100	6,898	23,500	15,000	131.3	131.0	292.2	148.6
1982	100	6,894	21,727	14,200	121.4	124.0	274.4	139.5
1981	98	6,581	20,987	13,000	117.3	113.5	247.8	126.0
1980	97	6,731	18,910	12,000	105.7	104.8	218.9	111.3
1979	94	6,756	17,896	11,450	100.0	100.0	196.7	100.0

Canadian salaries expressed in U.S. dollars.
* - Includes law and medical salaries.
** - Beginning Professional salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1989[1]

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $150,000 or more																		
02. 140,000-149,999																		
03. 130,000-139,999	2									2								
04. 120,000-129,999	2									2								
05. 110,000-119,999	2					1				2								
06. 100,000-109,999	6									6								
07. 95,000-99,999	4									4								
08. 90,000-94,999	9									9								
09. 85,000-89,999	11	1								11	1							
10. 80,000-84,999	13	3								13	2							
11. 75,000-79,999	14	5	3		2			2		14	3	1						
12. 70,000-74,999	13	9	4		2	1				13	6	2						
13. 65,000-69,999	12	15	7		6	1	1	4		12	9	3		1				
14. 60,000-64,999	8	18	22		8	3		6	2	8	11	9		1				
15. 55,000-59,999	2	35	20		8	12	4	20	5	2	22	8		1	2	1	1	
16. 50,000-54,999		39	45		31	33	12	77	41		25	19		6	4	2	5	1
17. 48,000-49,999		10	36		11	13	9	43	9		6	15		2	2	2	3	
18. 46,000-47,999		7	32		29	22	7	58	32		4	13		5	3	1	4	1
19. 44,000-45,999		7	21		29	26	18	72	84		4	9		5	3	3	5	3
20. 42,000-43,999		6	28		24	22	14	79	41		4	12		4	3	3	6	1
21. 40,000-41,999		1	11		47	40	17	116	82		1	5		8	5	5	8	3
22. 38,000-39,999		2	4		57	63	24	120	153		1	2		10	8	5	8	5
23. 36,000-37,999		1	3		44	61	41	151	143		1	1		8	8	8	11	5
24. 34,000-35,999			3		55	56	34	142	186			1		10	7	6	10	6
25. 32,000-33,999					45	59	43	150	240					8	8	8	11	8
26. 30,000-31,999					57	89	61	123	298					10	12	11	9	10
27. 29,000-29,999					31	37	26	59	201					6	5	5	4	6
28. 28,000-28,999					19	36	29	40	175					3	5	5	3	6
29. 27,000-27,999					16	37	35	33	202					3	5	7	2	6
30. 26,000-26,999					12	30	26	32	185					2	4	5	2	6
31. 25,000-25,999			1		14	22	30	30	208					2	3	6	2	7
32. 24,000-24,999					7	21	34	11	184					1	3	6	1	6
33. 23,000-23,999					4	15	11	10	140					1	2	2	1	5
34. 22,000-22,999					2	19	14	14	166						3	3	1	5
35. 21,000-21,999					1	19	15	13	140						3	3	1	5
36. 20,000-20,999						14	10	3	115						2	2		4
37. 19,000-19,999					2	7	5	2	40						1	1		1
38. 18,000-18,999							2	1	33									1
39. 17,000-17,999								1	2									
40. 16,999 or less						1			1									
41. TOTAL	98	159	240		563	760	532	1415	3108	100	100	100		100	100	100	100	100

[1] Does not include statistics for law and medical libraries.

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1989[1]

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $150,000 or more																		
02. 140,000-149,999																		
03. 130,000-139,999																		
04. 120,000-129,999																		
05. 110,000-119,999																		
06. 100,000-109,999																		
07. 95,000-99,999																		
08. 90,000-94,999																		
09. 85,000-89,999											1							
10. 80,000-84,999		1						3			2							
11. 75,000-79,999		2	2		1			2			3	1		1				
12. 70,000-74,999		2	2		1	1					7	2		1				
13. 65,000-69,999		7	3		4	1	1	4			8	4		2				
14. 60,000-64,999		12	12		7	3		3	2		6	10		1			3	
15. 55,000-59,999		19	6		5	7	2	11	2		16	14		3	5	2	9	3
16. 50,000-54,999		15	22		19	21	9	46	16		24	23		12	12	3	31	25
17. 48,000-49,999		3	16		4	8	1	24	5		7	20		7	5	8	19	4
18. 46,000-47,999		1	16		13	13	4	26	9		6	16		16	9	3	32	23
19. 44,000-45,999		3	9		10	14	10	35	31		4	12		19	12	8	37	53
20. 42,000-43,999		5	11		7	12	7	34	9		1	17		17	10	7	45	32
21. 40,000-41,999		1	3		20	21	11	38	29			8		27	19	16	78	53
22. 38,000-39,999			2		16	35	8	46	56		2	2		41	28	16	74	97
23. 36,000-37,999					15	25	21	53	44		1	3		29	36	20	98	99
24. 34,000-35,999			1		18	37	17	52	63			2		37	19	17	85	123
25. 32,000-33,999					15	32	21	46	72					30	27	22	104	168
26. 30,000-31,999					16	47	32	43	97					41	42	29	80	201
27. 29,000-29,999					5	21	17	22	47					26	16	9	37	154
28. 28,000-28,999					4	17	10	16	47					15	19	19	24	128
29. 27,000-27,999					3	12	12	15	56					13	25	23	18	146
30. 26,000-26,999					4	12	9	10	49					8	18	17	22	136
31. 25,000-25,999					5	8	8	13	48			1		9	14	22	17	160
32. 24,000-24,999					2	9	13	4	46					5	12	21	7	138
33. 23,000-23,999						3	5	3	52					4	12	6	7	88
34. 22,000-22,999						5	4	3	37					2	14	10	11	129
35. 21,000-21,999						6	6	1	37					1	13	9	12	103
36. 20,000-20,999						2	6	1	34						12	4	2	81
37. 19,000-19,999					1	3	2		11					1	4	3	2	29
38. 18,000-18,999									9							2	1	24
39. 17,000-17,999								1	1									1
40. 16,999 or less						1												1
41. TOTAL		71	105		195	377	236	560	909		88	135		368	383	296	855	2199

[1] Does not include statistics for law and medical libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1989

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	98	70	28	$82,073	$81,636	$83,166
2. Associate Director	159	71	88	57,033	57,188	56,908
3. Assistant Director	240	105	135	50,513	51,455	49,781
4. Branch Head	563	195	368	37,978	40,686	36,544
5. Subject Specialist	760	377	383	34,515	36,138	32,919
6. Functional Specialist	532	236	296	32,368	33,170	31,728
7. Dept. Head: Reference	121	43	78	38,340	38,374	38,322
8. Cataloging	117	34	83	39,616	41,807	38,719
9. Acquisition	111	34	77	37,710	39,732	36,817
10. Serials	58	15	43	38,377	37,132	38,811
11. Doc./Maps	114	46	68	36,059	35,358	36,533
12. Circulation	98	42	56	33,737	34,693	33,021
13. Spec. Coll'n.	102	67	35	41,306	43,989	36,169
14. Computer	59	36	23	44,556	45,210	43,533
15. Other	635	243	392	36,335	38,019	35,291
16. Reference: Over 15 yrs. exp.	460	142	318	34,527	35,114	34,265
17. 10 - 15 yrs. exp.	261	82	179	30,776	31,472	30,457
18. 5 - 10 yrs. exp.	250	80	170	27,441	27,939	27,207
19. Under 5 yrs. exp.	300	90	210	23,731	23,786	23,708
20. Catalog: Over 15 yrs. exp.	505	155	350	34,009	34,125	33,958
21. 10 - 15 yrs. exp.	175	47	128	29,888	30,165	29,786
22. 5 - 10 yrs. exp.	197	45	152	27,088	28,023	26,812
23. Under 5 yrs. exp.	238	69	169	23,472	23,942	23,281
24. Other: Over 15 yrs. exp.	272	79	193	36,074	38,254	35,182
25. 10 - 15 yrs. exp.	123	37	86	31,121	32,204	30,655
26. 5 - 10 yrs. exp.	147	35	112	28,262	29,982	27,725
27. Under 5 yrs. exp.	180	48	132	22,864	22,521	22,989
All Positions	6,875	2,523	4,352	$34,941	$37,395	$33,519

See Tables 32 and 39 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1989

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1. Director		3	2	1	$ *	$ *	$ *
2. Associate Director		9	1	8	63,720	*	*
3. Assistant Director		13	5	8	48,701	47,062	49,724
4. Branch Head		44	14	30	38,084	43,066	35,759
5. Subject Specialist		92	40	52	35,602	40,299	31,990
6. Functional Specialist		42	14	28	32,987	33,395	32,783
7. Dept. Head:	Reference	6	1	5	33,427	*	*
8.	Cataloging	11	3	8	39,922	*	*
9.	Acquisition	5	0	5	34,431		34,431
10.	Serials	3	1	2	*	*	*
11.	Documents/Maps	6	2	4	41,169	*	*
12.	Circulation	5	2	3	28,759	*	*
13.	Special Coll'n.	4	2	2	40,345	*	*
14.	Computer	2	0	2	*		*
15.	Other	52	23	29	37,098	38,835	35,721
16. Reference:	Over 15 yrs. exp.	44	9	35	35,225	35,758	35,088
17.	10 - 15 yrs. exp.	39	9	30	31,551	31,805	31,475
18.	5 - 10 yrs. exp.	24	7	17	27,170	25,597	27,818
19.	Under 5 yrs. exp.	31	11	20	23,999	25,363	23,249
20. Catalog:	Over 15 yrs. exp.	97	26	71	33,088	33,402	32,974
21.	10 - 15 yrs. exp.	18	5	13	28,484	27,107	29,014
22	5 - 10 yrs. exp.	19	2	17	26,015	28,435	25,730
23	Under 5 yrs. exp.	30	8	22	23,911	24,646	23,644
24. Other:	Over 15 yrs. exp.	25	8	17	38,620	41,975	37,041
25.	10 - 15 yrs. exp.	5	2	3	28,449	*	*
26.	5 - 10 yrs. exp.	8	2	6	28,817	*	*
27.	Under 5 yrs. exp.	14	1	13	22,151	*	*
All Positions		651	200	451	$33,904	$36,449	$32,776

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1989

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	98	70	28	24.4	25.5	21.6
2. Associate Director	159	71	88	20.2	20.8	19.8
3. Assistant Director	240	105	135	19.1	19.3	19.0
4. Branch Head	563	195	368	16.8	17.8	16.3
5. Subject Specialist	760	377	383	15.4	16.0	14.8
6. Functional Specialist	532	236	296	11.2	12.4	10.2
7. Dept. Head:Reference	121	43	78	16.1	17.0	15.8
8. Cataloging	117	34	83	16.8	17.6	16.5
9. Acquisition	111	34	77	16.4	15.7	16.8
10. Serials	58	15	43	17.8	16.9	18.1
11. Documents/Maps	114	46	68	17.4	16.6	18.0
12. Circulation	98	42	56	11.4	11.7	11.2
13. Spec. Coll'n.	102	67	35	19.5	20.3	17.8
14. Computer	59	36	23	13.8	14.3	13.0
15. Other	635	243	392	15.0	15.8	14.6
16. Public Services	385	111	274	12.7	14.0	12.2
17. Technical Services	256	68	188	12.2	11.4	12.5
18. Administrative Services	81	20	61	11.9	14.7	11.0
19. Reference	1,271	394	877	12.1	12.0	12.1
20. Cataloging	1,115	316	799	13.7	14.1	13.5
All Positions	6,875	2,523	4,352	14.4	15.3	13.9

See Tables 33 and 40 for statistics related to medical and law library salaries.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS, FISCAL YEAR 1989

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	3	2	1	26.0	21.0	36.0
2. Associate Director	9	1	8	23.2	17.0	24.0
3. Assistant Director	13	5	8	19.1	19.2	19.0
4. Branch Head	44	14	30	16.6	19.9	15.1
5. Subject Specialist	92	40	52	16.6	19.1	14.8
6. Functional Specialist	42	14	28	11.4	12.9	10.6
7. Dept. Head:Reference	6	1	5	13.3	8.0	14.4
8. Cataloging	11	3	8	20.5	24.0	19.1
9. Acquisition	5	0	5	8.9		8.9
10. Serials	3	1	2	20.3	19.0	21.0
11. Doc./Maps	6	2	4	17.5	28.5	12.0
12. Circulation	5	2	3	7.6	9.0	6.7
13. Spec. Coll'n.	4	2	2	21.0	23.5	18.5
14. Computer	2	0	2	17.5		17.5
15. Other	52	23	29	15.4	15.7	15.1
16. Public Services	33	8	25	13.7	20.5	11.5
17. Technical Services	16	4	12	12.5	12.5	12.5
18. Administrative Services	3	1	2	15.0	23.0	11.0
19. Reference	138	36	102	11.8	10.1	12.3
20. Catalog	164	41	123	15.3	15.3	15.2
All Positions	651	200	451	14.8 yrs	16.0 yrs	14.2 yrs

Excludes all Canadian libraries.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

BY YEARS OF EXPERIENCE, FISCAL YEAR 1989

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	815	267	548	11.9	$23,727	$24,297	$23,449
2. 4 - 7 years	961	312	649	14.0	27,769	28,797	27,274
3. 8 - 11 years	993	330	663	14.4	31,853	33,700	30,933
4. 12 - 15 years	1,110	431	679	16.1	35,912	37,036	35,198
5. 16 - 19 years	1,059	355	704	15.4	38,904	39,795	38,455
6. 20 - 23 years	915	372	543	13.3	40,890	42,740	39,623
7. 24 - 27 years	468	215	253	6.0	42,571	45,589	40,005
8. 28 - 31 years	275	123	152	4.0	41,636	46,284	37,875
9. 32 - 35 years	145	60	85	2.0	44,955	51,789	40,131
10. Over 35 years	134	58	76	1.9	46,270	54,543	39,956
All Positions	6,875	2,523	4,352	100.0	$34,941	$37,395	$33,519

Canadian salaries converted to U.S. dollars.

TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

BY YEARS OF EXPERIENCE, FISCAL YEAR 1989

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	92	22	70	14.1	$24,533	$25,785	$24,140
2. 4 - 7 years	79	22	57	12.1	27,685	29,020	27,170
3. 8 - 11 years	77	21	56	11.8	29,797	31,151	29,289
4. 12 - 15 years	82	24	58	12.6	33,705	34,818	33,244
5. 16 - 19 years	117	36	81	18.0	37,959	39,705	37,182
6. 20 - 23 years	97	32	65	14.9	38,348	39,284	37,887
7. 24 - 27 years	54	22	32	8.3	39,168	42,696	36,742
8. 28 - 31 years	37	16	21	5.7	42,767	44,087	41,760
9. 32 - 35 years	9	3	6	1.4	37,378	*	*
10. Over 35 years	7	2	5	1.1	53,528	*	*
All Positions	651	200	451	100.0	$33,904	$36,449	$32,776

Excludes all Canadian libraries.

* - Salary information is not published when fewer than four individuals are involved.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS BY YEARS OF EXPERIENCE

FISCAL YEAR 1989

Position	Years of Experience						
	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 or more years
1. Director	N/A	N/A	*	*	$79,502	$76,831	$85,857
2. Associate Director	N/A	*	$50,261	$53,295	56,622	60,608	58,842
3. Assistant Director	N/A	$41,411	47,696	50,076	51,124	50,836	52,391
4. Branch Head	$26,522	29,358	33,132	37,559	39,718	41,709	43,331
5. Functional Specialist	25,109	29,440	32,644	34,983	36,941	36,234	41,268
6. Subject Specialist	24,534	27,867	31,424	34,230	36,344	38,822	42,201
7. Head, Acquisitions	*	32,959	33,891	38,830	39,619	39,709	42,069
8. Head, Reference	*	34,813	35,940	37,479	37,361	40,670	45,123
9. Head, Cataloging	N/A	28,891	33,730	37,974	43,405	40,577	46,918
10. Head, Serials	*	*	32,540	38,984	41,436	40,364	42,356
11. Head, Documents	*	30,862	36,680	34,635	39,237	38,944	38,803
12. Head, Maps	*	27,179	30,861	33,865	34,582	44,587	39,653
13. Head, Circulation	27,184	30,030	31,572	36,252	38,430	36,225	40,569
14. Head, Special Collections	*	29,068	35,835	42,458	40,295	41,765	45,828
15. Head, Computer Systems	*	40,102	37,871	45,688	52,086	51,749	53,450
16. Head, Other Dept. or Unit	26,451	29,474	33,381	37,107	38,691	40,477	42,554

Experience reflects total professional experience.
Excludes staff in law and medical libraries.
N/A - No positions reported in this category.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1989

Position	ALL COMBINED (107)*		PUBLIC (63)		PRIVATE (30)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	98	$82,073	57	$79,247	28	$95,304
2. Associate Director	159	57,033	92	56,418	48	60,448
3. Assistant Director	240	50,513	143	50,341	83	51,365
4. Branch Head	563	37,978	340	37,399	155	39,305
5. Subject Specialist	760	34,515	428	34,832	255	33,851
6. Functional Specialist	532	32,368	280	32,862	208	31,107
7. Dept. Head: Reference	121	38,340	66	38,783	41	37,858
8. Cataloging	117	39,616	62	40,774	44	37,108
9. Acquisition	111	37,710	63	38,463	36	35,502
10. Serials	58	38,377	33	39,246	19	37,732
11. Documents/Maps	114	36,059	72	36,354	27	34,650
12. Circulation	98	33,737	56	34,143	32	31,742
13. Special Coll'n.	102	41,306	57	42,770	35	40,081
14. Computer	59	44,556	32	45,231	20	43,701
15. Other	635	36,335	355	36,268	225	36,384
16. Reference: Over 15 yrs. exp.	460	34,527	295	34,766	93	33,093
17. 10 - 15 yrs. exp.	261	30,776	158	30,557	67	30,997
18. 5 - 10 yrs. exp.	250	27,441	164	27,415	57	27,375
19. Under 5 yrs. exp.	300	23,731	208	23,645	64	24,099
20. Catalog: Over 15 yrs. exp.	505	34,009	259	34,490	176	32,635
21. 10 - 15 yrs. exp.	175	29,888	85	28,758	65	30,155
22. 5 - 10 yrs. exp.	197	27,088	107	27,091	71	27,291
23. Under 5 yrs. exp.	238	23,472	134	22,933	91	24,080
24. Other: Over 15 yrs. exp.	272	36,074	186	36,678	62	32,584
25. 10 - 15 yrs. exp.	123	31,121	72	31,563	39	30,409
26. 5 - 10 yrs. exp.	147	28,262	85	28,635	52	27,660
27. Under 5 yrs. exp.	180	22,864	119	22,658	50	23,278
All Positions	6,875	$34,941	4,008	$34,905	2,133	$34,784

* - Includes 13 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 24.

( ) Number of ARL libraries included

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1989

Position		Staff Over 124 (5)		Staff 75-124 (22)		Staff 50-74 (36)		Staff 1-49 (44)	
		No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director		5	$95,501	18	$94,631	33	$82,898	42	$74,444
2. Associate Director		11	66,178	43	60,089	57	57,286	48	51,900
3. Assistant Director		15	56,538	77	53,084	73	50,402	75	46,777
4. Branch Head		72	45,107	222	37,450	150	38,542	119	33,942
5. Subject Specialist		113	39,192	298	33,713	232	35,459	117	30,171
6. Functional Specialist		86	36,016	177	31,614	156	31,711	113	31,678
7. Dept. Head:	Reference	10	43,460	31	39,713	37	37,989	43	36,463
8.	Cataloging	16	41,095	26	41,932	35	40,030	40	37,158
9.	Acquisition	7	48,526	19	39,649	40	37,277	45	35,594
10.	Serials	6	44,191	13	39,471	16	36,454	23	37,579
11.	Docs./Maps	10	45,004	29	34,714	32	37,410	43	33,880
12.	Circulation	16	33,633	17	34,311	30	34,210	35	33,102
13.	Special Coll'n.	9	41,592	24	42,886	34	42,699	35	38,795
14.	Computer	5	60,629	14	48,762	19	41,677	21	40,530
15.	Other	55	44,275	248	36,885	184	35,058	148	34,049
16. Reference:	Over 15 yrs.exp.	39	41,866	121	32,416	159	35,793	141	32,882
17.	10 - 15 yrs.exp.	23	36,231	79	30,471	68	30,764	91	29,670
18.	5 - 10 yrs.exp.	16	32,909	78	26,968	82	27,740	74	26,427
19.	Under 5 yrs.exp.	14	27,152	81	24,731	102	23,846	103	22,367
20. Catalog:	Over 15 yrs.exp.	83	40,580	132	31,774	165	34,130	125	31,848
21.	10 - 15 yrs.exp.	28	33,647	49	28,910	52	29,871	46	28,661
22.	5 - 10 yrs.exp.	29	30,177	49	26,678	74	27,526	45	24,826
23.	Under 5 yrs.exp.	29	25,863	74	24,118	86	22,872	49	22,136
24. Other:	Over 15 yrs.exp.	70	42,678	74	32,768	83	35,468	45	32,354
25.	10 - 15 yrs.exp.	23	37,079	28	29,726	48	30,800	24	27,680
26.	5 - 10 yrs.exp.	9	33,528	32	27,986	54	27,789	42	26,700
27.	Under 5 yrs.exp.	3	*	57	23,296	85	22,770	35	22,293
All Positions		812	$40,003	2,110	$34,591	2,186	$34,753	1,767	$33,264

( ) Number of ARL libraries included.
* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1989

Position	Northeast		North Central		South		West			Canada
	New England (8)	Middle Atlantic (14)	East N.Central (16)	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
1. Director	$94,374	$93,699	$84,807	$79,210	$83,199	$82,625	$74,059	$74,101	$85,068	$65,966
2. Associate Director	58,948	63,007	57,361	*	54,518	48,443	48,565	54,862	64,349	51,389
3. Assistant Director	59,767	51,642	51,863	51,194	46,651	44,345	46,379	45,061	54,409	47,225
4. Branch Head	44,294	38,734	37,195	33,849	35,359	32,707	31,809	35,536	42,014	37,850
5. Subject Specialist	36,668	36,252	32,042	32,192	31,125	26,299	25,741	30,777	43,384	34,956
6. Functional Specialist	32,518	33,467	29,468	33,650	30,393	27,048	30,292	28,512	38,077	35,178
7. Dept. Head: Reference	40,791	38,168	37,400	38,797	38,312	*	37,984	34,943	41,617	37,667
8. Cataloging	36,260	40,016	38,007	37,068	37,411	36,608	37,034	37,504	47,535	43,122
9 Acquisition	44,154	35,895	37,339	36,871	36,334	32,692	33,003	34,583	42,849	40,381
10. Serials	38,234	37,519	38,940	*	37,919	*	*	35,166	45,288	35,639
11. Doc./Maps	41,395	35,563	34,843	31,537	33,395	28,981	32,527	34,820	42,216	37,181
12. Circulation	29,798	32,690	34,044	32,780	32,290	27,275	32,506	31,741	40,758	37,850
13. Special Coll'n.	41,903	44,412	40,717	40,607	38,051	*	38,087	35,606	50,634	37,247
14. Computer	46,114	46,215	49,229	*	41,527	*	33,325	*	49,345	43,916
15. Other Depts.	38,588	38,474	34,722	35,017	32,039	31,245	33,240	32,123	42,479	36,568
16. Reference: Over 15 yrs.exp.	38,891	35,349	31,734	31,812	31,224	32,241	31,615	30,882	39,881	35,401
17. 10 - 15 yrs.exp.	34,800	32,015	29,328	29,044	28,864	28,042	26,546	27,976	34,176	31,324
18. 5 - 10 yrs.exp.	31,456	29,173	26,551	24,027	24,702	26,149	24,885	25,837	31,252	27,720
19. Under 5 yrs.exp.	25,073	25,201	23,801	23,115	22,027	22,504	21,651	22,354	26,748	23,537
20. Catalog: Over 15 yrs.exp.	34,607	33,176	31,177	31,752	30,025	28,904	27,322	30,161	41,926	35,688
21. 10 - 15 yrs.exp.	32,885	28,900	28,528	28,877	28,089	29,735	24,383	27,377	32,658	33,035
22. 5 - 10 yrs.exp.	29,578	27,537	25,436	25,139	25,060	23,433	23,339	24,997	33,195	26,320
23. Under 5 yrs.exp.	24,393	24,934	23,332	22,467	21,672	20,967	21,954	22,390	25,789	24,771
24. Other: Over 15 yrs.exp.	35,608	36,574	31,842	32,036	32,477	*	30,703	33,461	41,581	38,107
25. 10 - 15 yrs.exp.	31,107	30,078	32,394	30,043	26,239	N/A	26,811	28,141	37,939	30,779
26. 5 - 10 yrs.exp.	28,065	28,286	28,381	26,597	25,475	*	27,365	25,647	32,511	28,235
27. Under 5 yrs.exp.	24,497	22,869	23,297	22,045	21,787	22,180	20,720	22,652	24,985	23,215
All Positions: Aver. Salary	$36,334	$36,384	$33,736	$32,702	$32,027	$30,197	$30,770	$31,812	$40,749	$35,591
: No. of Staff	701	991	1,107	395	964	203	372	394	1,014	734

( ) Number of ARL libraries included.

* - Salary information is not published when fewer than 4 individuals are involved.

N/A - No positions reported in this category.

Region	No.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(16)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina State; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Washington
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-27

TABLE 25: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1989

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	13	9	4	$84,606	$84,260	$85,383
2. Associate Director	19	9	10	65,909	67,331	64,629
3. Assistant Director	14	10	4	60,568	61,064	59,329
4. Branch Head	68	22	46	48,545	50,511	47,605
5. Subject Specialist	77	38	39	44,833	45,368	44,311
6. Functional Specialist	44	19	25	45,118	45,800	44,600
7. Dept. Head: Reference	14	7	7	48,310	51,281	45,339
8. Cataloging	11	4	7	55,307	54,892	55,544
9. Acquisition	12	5	7	51,792	55,291	49,292
10. Serials	6	0	6	45,709		45,709
11. Documents/Maps	15	5	10	47,686	47,474	47,793
12. Circulation	10	4	6	48,545	48,462	48,600
13. Special Coll'n.	10	4	6	47,772	45,585	49,230
14. Computer	7	4	3	56,325	*	*
15. Other	55	21	34	46,901	48,749	45,760
16.Reference: Over 15 yrs. exp.	72	25	47	45,404	45,079	45,577
17. 10 - 15 yrs. exp.	36	9	27	40,175	41,980	39,573
18. 5 - 10 yrs. exp.	29	9	20	35,553	35,990	35,356
19. Under 5 yrs. exp.	28	5	23	30,188	30,080	30,212
20.Catalog: Over 15 yrs. exp.	70	23	47	45,771	44,772	46,261
21. 10 - 15 yrs. exp.	25	8	17	42,370	43,122	42,016
22. 5 - 10 yrs. exp.	19	6	13	33,757	33,728	33,770
23. Under 5 yrs. exp.	13	2	11	31,771	*	*
24. Other: Over 15 yrs. exp.	34	8	26	48,875	53,541	47,439
25. 10 - 15 yrs. exp.	12	5	7	39,476	40,622	38,657
26. 5 - 10 yrs. exp.	10	3	7	36,213	*	*
27. Under 5 yrs. exp.	11	1	10	29,775	*	*
All Positions	734	265	469	$45,648	$48,279	$44,162

Exlcudes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information not published for fewer than four individuals.

TABLE 26: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN UNIVERSITY LIBRARIANS, FISCAL YEAR 1989

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	13	9	4	20.8	20.6	21.5
2. Associate Director	19	9	10	21.8	21.2	22.4
3. Assistant Director	14	10	4	22.6	23.1	21.3
4. Branch Head	68	22	46	17.5	18.0	17.3
5. Subject Specialist	77	38	39	16.4	17.3	15.5
6. Functional Specialist	44	19	25	14.3	16.1	13.9
7. Dept. Head:Reference	14	7	7	15.1	17.4	12.7
8. Cataloging	11	4	7	18.2	20.3	17.0
9. Acquisition	12	5	7	16.5	16.0	16.9
10. Serials	6		6	16.3		16.3
11. Doc./Maps	15	5	10	19.7	18.2	20.5
12. Circulation	10	4	6	15.1	17.0	13.8
13. Spec. Coll'n.	10	4	6	15.8	13.0	17.7
14. Computer	7	4	3	17.3	19.5	14.3
15. Other	55	21	34	16.1	16.3	15.9
16. Reference	165	48	117	13.2	14.3	12.8
17. Catalog	127	39	88	15.4	16.0	15.1
18. Other	67	17	50	14.7	15.8	14.3
All Positions	734	265	469	15.7 yrs	16.8 yrs	15.1 yrs

Excludes Canadian law and medical libraries.

TABLE 27: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1989

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	50	11	39	6.8	$30,965	$33,216	$30,330
2. 4 - 7 years	75	23	52	10.2	35,279	37,170	34,443
3. 8 - 11 years	97	28	69	13.2	41,116	43,719	40,060
4. 12 - 15 years	127	48	79	17.3	45,276	47,128	44,150
5. 16 - 19 years	135	49	86	18.4	48,330	49,460	47,686
6. 20 - 23 years	141	66	75	19.2	51,014	51,413	50,663
7. 24 - 27 years	72	26	46	9.8	53,753	55,200	52,936
8. 28 - 31 years	22	9	13	3.0	50,552	54,230	48,007
9. 32 - 35 years	10	3	7	1.4	57,456	*	*
10. Over 35 years	5	2	3	0.7	59,726	*	*
All Positions	734	265	469	100.0	$45,648	$48,279	$44,162

Exlcudes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 28-34

TABLE 28: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1989

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	2	*	*	$18,000	11.5
Alberta	17	$26,332	$23,245	20,711	5.9
Arizona	13	30,939	32,584	20,000	13.6
Boston University	5	31,671	28,642	20,800	17.2
British Columbia (D)	16	30,635	30,689	18,039	16.9
Calif., Davis	8	38,331	33,204	25,380	11.0
Calif., Irvine	8	45,111	42,954	25,380	18.4
Calif., Los Angeles	23	42,045	41,700	25,380	13.6
Calif., San Diego	10	44,992	42,954	25,380	19.4
Case Western Reserve	20	26,573	24,010	18,200	13.4
Cincinnati	18	31,443	29,821	19,492	12.8
Columbia	13	35,744	33,415	25,000	12.2
Connecticut	11	33,901	33,585	23,000	11.1
Dartmouth	6	32,242	31,000	22,700	12.5
Duke	15	33,736	29,050	U/A	16.3
Emory	14	29,154	28,400	19,000	15.9
Florida	11	30,479	30,057	21,500	16.7
Georgetown	12	31,355	27,422	22,500	6.8
Harvard	22	34,121	28,971	20,600	12.1
Howard	8	34,640	36,681	21,762	17.9
Illinois, Chicago	27	30,108	26,785	23,000	11.0
Iowa	9	29,016	26,530	20,255	12.7
Johns Hopkins	18	32,126	32,837	24,477	9.2
Kansas	9	26,597	24,913	20,000	6.7
Kentucky	9	29,138	27,800	18,000	13.3
McGill (D)	9	36,877	32,327	19,632	13.6
McMaster	8	30,276	28,534	20,069	11.1
Manitoba (D)	5	26,543	26,410	17,892	14.4
Miami	10	34,727	33,705	26,000	19.4
Michigan	8	33,533	30,422	22,500	14.1
Minnesota	11	32,463	30,581	20,400	16.4
Missouri	9	20,132	19,252	18,000	9.1
Nebraska	13	27,167	24,363	18,000	10.4
New Mexico	10	28,923	27,300	20,073	8.1
New York University	10	38,796	37,074	25,500	17.5
North Carolina	23	31,716	31,664	19,000	11.2
Northwestern	12	25,885	24,440	21,000	7.8
Ohio State	11	27,132	24,540	21,000	7.4
Oklahoma	9	25,328	22,220	20,000	10.6
Oklahoma State	3	*	*	16,655	13.0
Pennsylvania	11	30,275	30,750	22,000	14.3
Pennsylvania State	6	29,148	28,224	23,016	11.3
Pittsburgh	18	26,358	25,581	22,000	14.0
Queen's (D)	5	30,046	29,579	20,135	13.4
Rochester	11	23,607	23,824	17,500	13.5
Saskatchewan (D)	2	*	*	19,096	6.5
South Carolina	5	28,947	27,017	20,300	11.4
Stanford	13	37,764	34,256	27,000	13.9
SUNY-Buffalo	16	32,308	31,840	21,500	10.8
Temple	7	32,380	34,563	21,168	15.0
Toronto (D)	13	35,384	36,649	20,271	19.1
Tulane	7	24,250	21,900	20,000	14.4
Utah	9	24,100	21,502	19,000	10.3
Vanderbilt	12	29,702	28,300	20,000	13.3
Virginia	14	30,345	28,700	20,000	9.9
Washington	18	29,272	29,016	19,500	13.2
Washington, St. Louis	15	29,093	28,320	20,000	15.2
Wayne State	4	*	*	21,000	13.0
Western Ontario	4	27,104	25,021	21,316	14.5
Wisconsin	18	30,871	30,235	17,288	14.8
Yale	12	31,637	27,850	25,000	10.2

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions if data for them were reported.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable

TABLE 29: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 26,000 and over	6 - 20,000-20,999
2 - 24,000-25,999	7 - 19,000-19,999
3 - 23,000-24,999	8 - 18,000-18,999
4 - 22,000-22,999	9 - 17,000-17,999
5 - 21,000-21,999	10 - below 17,000

Group	Rank	Institution	Salary
1	1	Stanford	$27,000
	2	Miami	26,000
2	3	New York University	25,500
	4	Calif., Davis	25,380
	4	Calif., Irvine	25,380
	4	Calif., Los Angeles	25,380
	4	Calif., San Diego	25,380
	8	Columbia	25,000
	8	Yale	25,000
3	10	Johns Hopkins	24,477
	11	Pennsylvania State	23,016
	12	Connecticut	23,000
	12	Illinois, Chicago	23,000
4	14	Dartmouth	22,700
	15	Georgetown	22,500
	15	Michigan	22,500
	17	Pennsylvania	22,000
	17	Pittsburgh	22,000
5	19	Howard	21,762
	20	Florida	21,500
	20	SUNY-Buffalo	21,500
	22	Western Ontario	21,316
	23	Temple	21,168
	24	Northwesten	21,000
	24	Ohio State	21,000
	24	Wayne State	21,000
6	27	Boston University	20,800
	28	Alberta	20,711
	29	Harvard	20,600
	30	Minnesota	$20,400
	31	South Carolina	20,300
	32	Toronto	20,271
	33	Iowa	20,235
	34	Queen's	20,135
	35	New Mexico	20,073
	36	McMaster	20,069
	37	Arizona	20,000
	37	Kansas	20,000
	37	Oklahoma	20,000
	37	Tulane	20,000
	37	Vanderbilt	20,000
	37	Virginia	20,000
	37	Washington, St. Louis	20,000
7	44	McGill	19,632
	45	Washington	19,500
	46	Cincinnati	19,492
	47	Saskatchewan	19,096
	48	Emory	19,000
	48	North Carolina	19,000
	48	Utah	19,000
8	51	Case Western Reserve	18,200
	52	British Columbia	18,039
	53	Alabama	18,000
	54	Kentucky	18,000
	55	Missouri	18,000
	56	Nebraska	18,000
9	57	Manitoba	17,892
	58	Rochester	17,500
	59	Wisconsin	17,288
10	60	Oklahoma State	16,555

Canadian salaries expressed in U.S. dollars.

TABLE 30: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over
2 - 36,000-39,999
3 - 34,000-35,999
4 - 32,000-33,999
5 - 30,000-31,999
6 - 28,000-29,999
7 - 26,000-27,999
8 - 24,000-25,999
9 - 22,000-23,999
10 - below 22,000

Group	Rank	Institution	Salary
1	1	Calif., Irvine	$42,954
	1	Calif., San Diego	42,954
	3	Calif., Los Angeles	41,700
2	4	New York University	37,074
	5	Howard	36,681
	6	Toronto	36,649
3	7	Temple	34,563
	8	Stanford	34,256
4	9	Miami	33,705
	10	Connecticut	33,585
	11	Columbia	33,415
	12	Calif., Davis	33,204
	13	Johns Hopkins	32,837
	14	Arizona	32,584
	15	McGill	32,327
5	16	SUNY-Buffalo	31,840
	17	North Carolina	31,664
	18	Dartmouth	31,000
	19	Pennsylvania	30,750
	20	British Columbia	30,689
	21	Minnesota	30,581
	22	Michigan	30,422
	23	Wisconsin	30,235
	24	Florida	30,057
6	25	Cincinnati	29,821
	26	Queen's	29,579
	27	Duke	29,050
	28	Washington	29,016
	29	Harvard	$28,971
	30	Virginia	28,700
	31	Boston University	28,642
	32	McMaster	28,534
	33	Emory	28,400
	34	Washington, St. Louis	28,320
	35	Venderbilt	28,300
	36	Pennsylvania State	28,224
7	37	Yale	27,850
	38	Kentucky	27,800
	39	Georgetown	27,422
	40	New Mexico	27,300
	41	South Carolina	27,017
	42	Illinois, Chicago	26,785
	43	Iowa	26,530
	44	Manitoba	26,410
8	45	Pittsburgh	25,581
	46	Western Ontario	25,021
	47	Kansas	24,913
	48	Ohio State	24,540
	49	Northwestern	24,440
	50	Nebraska	24,363
	51	Case Western Reserve	24,010
9	52	Rochester	23,824
	53	Alberta	23,245
	54	Oklahoma	22,220
10	55	Tulane	21,900
	56	Utah	21,502
	57	Missouri	19,252

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 31: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over	6 - 28,000-29,999
2 - 36,000-39,999	7 - 26,000-27,999
3 - 34,000-35,999	8 - 24,000-25,999
4 - 32,000-33,999	9 - 22,000-23,999
5 - 30,000-31,999	10 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Calif., Irvine	$45,111		30	Virginia	$30,346
	2	Calif., San Diego	44,992		31	McMaster	30,276
	3	Calif., Los Angeles	42,045		32	Pennsylvania	30,275
					33	Illinois, Chicago	30,108
2	4	New York University	38,796		34	Queen's	30,046
	5	Calif., Davis	38,331				
	6	Stanford	37,764	6	35	Vanderbilt	29,702
					36	Washington	29,272
	7	McGill	36,877		37	Emory	29,154
	8	Columbia	35,744		38	Pennsylvania State	29,148
	9	Toronto	35,384		39	Kentucky	29,138
	10	Miami	34,727		40	Washington, St. Louis	29,093
	11	Howard	34,640		41	Iowa	29,016
	12	Harvard	34,121		42	South Carolina	28,947
					43	New Mexico	28,923
4	13	Connecticut	33,901				
	14	Duke	33,736	7	44	Nebraska	27,167
	15	Michigan	33,533		45	Ohio State	27,132
	16	Minnesota	32,463		46	Western Ontario	27,104
	17	Temple	32,380		47	Kansas	26,597
	18	SUNY-Buffalo	32,308		48	Case Western Reserve	26,573
	19	Dartmouth	32,242		49	Manitoba	26,543
	20	Johns Hopkins	32,126		50	Pittsburgh	26,358
					51	Alberta	26,332
5	21	North Carolina	31,716				
	22	Yale	31,677	8	52	Northwestern	25,885
	23	Boston University	31,671		53	Oklahoma	25,328
	24	Cincinnati	31,443		54	Tulane	24,250
	25	Georgetown	31,355		55	Utah	24,100
	26	Arizona	30,939				
	27	Wisconsin	30,871	9	56	Rochester	23,607
	28	British Columbia	30,635				
	29	Florida	30,479	10	57	Missouri	20,132

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 32: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1989

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	56	24	32	$59,688	$61,132	$58,649
2. Associate Director	23	2	21	43,706	*	*
3. Assistant Director	22	7	15	38,771	41,553	37,380
4. Head, Medical Branch	13	4	9	35,198	36,622	34,557
5. Subject Specialist	17	2	15	32,495	*	*
6. Functional Specialist	41	17	24	30,024	30,147	29,937
7. Dept. Head: Reference	29	5	24	35,840	35,502	35,911
8. Cataloging	21	3	18	31,309	*	*
9. Acquisition	16	2	14	31,312	*	*
10. Serials	11	1	10	28,446	*	*
11. Circulation	12	1	11	30,446	*	*
12. Special Coll'n.	11	5	6	37,068	41,607	33,286
13. Computer	6	1	5	33,586	*	*
14. Other	75	14	61	36,811	38,256	36,474
15. Reference: Over 15 yrs. exp.	55	10	45	32,792	32,935	32,760
16. 10 - 15 yrs. exp.	32	5	27	30,031	27,968	30,412
17. 5 - 10 yrs. exp.	57	11	46	27,913	29,010	27,651
18. Under 5 yrs. exp.	66	7	59	24,330	24,284	24,336
19. Catalog: Over 15 yrs. exp.	9	4	5	36,300	37,528	35,318
20. 10 - 15 yrs. exp.	8	2	6	26,169	*	*
21. 5 - 10 yrs. exp.	11	2	9	23,722	*	*
22. Under 5 yrs. exp.	10	1	9	24,877	*	*
23. Other: Over 15 yrs. exp.	17	5	12	34,343	35,101	34,027
24. 10 - 15 yrs. exp.	20	3	17	31,634	*	*
25. 5 - 10 yrs. exp.	25	4	21	26,203	24,994	26,433
26. Under 5 yrs. exp.	22	2	20	22,471	*	*
All Positions	685	144	541	$33,730	$37,751	$32,659

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 33: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1989

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	56	24	32	22.1	22.5	21.8
2. Associate Director	23	2	21	19.2	13.0	19.8
3. Assistant Director	22	7	15	13.5	11.9	14.3
4. Branch Head	13	4	9	16.7	17.3	16.4
5. Subject Specialist	17	2	15	15.9	15.5	16.0
6. Functional Specialist	41	17	24	8.2	8.5	8.0
7. Dept. Head: Reference	29	5	24	12.2	11.8	12.3
8. Cataloging	21	3	18	15.1	19.0	14.5
9. Acquisition	16	2	14	11.1	14.0	10.7
10. Serials	11	1	10	12.5	10.0	12.8
11. Circulation	12	1	11	11.0	13.0	11.9
12. Special Coll'n	11	5	6	17.0	20.6	14.0
13. Computer	6	1	5	8.8	9.0	8.8
14. Other	75	14	61	16.0	20.8	15.0
15. Public Services	58	8	50	9.5	11.3	9.2
16. Technical Services	20	4	16	10.3	19.3	8.1
17. Administrative Services	6	2	4	17.3	11.0	20.5
18. Reference	189	21	168	10.1	12.5	9.8
19. Cataloging	35	9	26	11.5	13.9	10.7
All Positions	685	144	541	12.9 yrs	15.0 yrs	12.3 yrs

TABLE 34: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1989

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	95	14	81	13.9	$24,138	$25,082	$23,974
2. 4 - 7 yrs. exp.	116	15	101	16.9	27,444	29,202	27,183
3. 8 - 11 yrs. exp.	130	34	96	19.0	30,227	30,643	30,080
4. 12 - 15 yrs. exp.	109	21	88	15.9	34,678	37,522	33,999
5. 16 - 19 yrs. exp.	91	17	74	12.1	39,958	44,164	38,992
6. 20 - 23 yrs. exp.	58	12	46	8.5	39,176	43,291	38,103
7. 24 - 27 yrs. exp.	36	13	23	5.3	47,364	52,313	44,566
8. 28 - 31 yrs. exp.	28	9	19	4.1	43,240	45,144	42,337
9. 32 - 35 yrs. exp.	9	7	2	1.3	50,935	49,647	55,444
10. Over 35 yrs. exp.	13	2	11	1.9	48,937	*	*
All Positions	685	144	541	100.0	$33,730	$37,751	$32,659

Canadian salaries expressed in U.S. dollars.
* - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY LAW LIBRARIES

Tables 35-41

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1989

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	6	$27,267	$27,500	$20,000	7.5
Alberta (D)	5	32,467	33,529	20,711	16.8
Arizona	8	30,874	31,866	20,000	11.6
Arizona State	7	36,576	36,733	20,000	14.6
Boston University	10	34,294	31,050	25,000	11.1
British Columbia (D)	3	*	*	18,039	21.7
Calif., Berkeley	13	42,286	40,182	25,380	12.2
Calif., Davis	5	54,752	54,330	25,380	17.8
Calif., Los Angeles	8	44,813	42,876	25,380	12.8
Case Western Reserve	11	28,055	26,750	18,500	5.8
Cincinnati	7	29,131	30,093	19,492	9.9
Colorado	5	29,244	26,600	22,000	11.4
Columbia	14	36,688	34,949	25,000	9.1
Connecticut	7	37,929	35,781	20,668	11.4
Cornell	6	30,326	31,200	20,000	12.7
Duke	9	32,579	31,100	U/A	9.4
Emory	6	31,748	30,677	19,000	12.2
Florida	11	30,825	30,625	21,500	13.8
Florida State	7	32,413	30,898	20,000	10.6
Georgetown	19	39,452	34,100	23,000	11.4
Georgia	6	34,335	34,497	18,700	23.7
Harvard	32	39,744	38,383	20,600	13.4
Hawaii	4	*	*	24,408	12.3
Houston	9	28,665	26,035	18,000	11.1
Howard	4	*	*	21,762	13.8
Illinois, Urbana	6	38,984	26,705	20,000	13.8
Indiana	4	*	*	21,500	11.8
Iowa	12	32,065	30,438	20,255	9.5
Kansas	5	25,998	25,928	U/A	12.4
Kentucky	3	*	*	18,000	9.3
Louisiana State	9	29,027	26,700	19,000	11.1
McGill (D)	5	36,024	36,854	19,632	16.0
Manitoba (D)	3	*	*	17,892	9.7
Miami	13	30,125	28,250	24,000	7.9
Michigan	12	34,699	33,000	23,500	12.6
Missouri	6	21,112	23,240	U/A	9.7
Nebraska	4	*	*	19,500	7.0
New Mexico	4	*	*	21,500	14.8
New York University	19	39,046	36,060	28,200	8.2
North Carolina	8	27,844	23,532	18,500	12.9
Northwestern	10	36,897	35,280	21,000	13.9
Notre Dame	7	33,037	33,000	21,700	8.4
Ohio State	8	32,091	30,040	20,880	10.4
Oklahoma	7	23,374	21,746	18,000	6.0
Oregon	4	*	*	21,000	8.5
Pennsylvaniaya	12	33,520	31,900	22,000	10.0
Pittsburgh	6	28,880	29,500	19,650	8.2
Queen's (D)	3	*	*	20,135	16.3
Saskatchewan (D)	2	*	*	19,096	14.5
Southern Illinois	6	35,874	34,471	24,000	12.2
Stanford	8	41,705	39,684	27,000	19.3
SUNY - Buffalo	9	21,220	33,025	21,500	10.8
Syracuse	4	30,000	31,000	20,000	11.5
Temple	8	27,035	24,736	17,640	12.1
Tennessee	4	*	*	18,000	13.8
Toronto (D)	4	*	*	20,271	9.8
Tulane	9	28,713	27,719	20,000	9.1
Utah	6	33,196	27,560	17,500	11.2
Vanderbilt	8	31,454	29,500	20,000	12.9
Virginia	16	32,700	31,000	20,000	9.4
Washington	11	28,739	27,084	23,940	14.5
Washington, St. Louis	6	27,968	25,000	19,728	13.0
Wayne State	4	*	*	21,000	16.3
Western Ontario (D)	3	*	*	21,316	19.7
Wisconsin	9	30,840	29,554	17,288	11.8
Yale	13	37,082	35,023	25,000	16.1
York (D)	6	32,444	29,490	21,051	13.3

Salaries of directors are not included in either the average or median salary statistic.
Directors are included in average experience and filled positions if data for them were reported.
* - Salary information is not published for fewer than 4 individuals.
D - Canadian salaries expressed in U.S. dollars.

TABLE 36: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 26,000 and over
2 - 24,000-25,999
3 - 23,000-24,999
4 - 22,000-22,999
5 - 21,000-21,999
6 - 20,000-20,999
7 - 19,000-19,999
8 - 18,000-18,999
9 - below 18,000

Group	Rank	Institution	Salary
1	1	New York	$28,200
	2	Stanford	27,000
2	3	Calif., Berkeley	25,380
	3	Calif., Davis	25,380
	3	Calif., Los Angeles	25,380
	6	Boston University	25,000
	6	Columbia	25,000
	6	Yale	25,000
	9	Hawaii	24,408
	10	Miami	24,000
	10	Southern Illinois	24,000
3	12	Washington	23,940
	13	Michigan	23,500
	14	Georgetown	23,000
4	15	Colorado	22,000
	15	Pennsylvania	22,000
5	17	Howard	21,762
	18	Notre Dame	21,700
	19	Florida	21,500
	19	Indiana	21,500
	19	New Mexico	21,500
	19	SUNY-Buffalo	21,500
	23	Western Ontario	21,316
	24	York	21,051
	25	Northwestern	21,000
	25	Oregon	21,000
	25	Wayne State	21,000
6	28	Ohio State	20,880
	29	Alberta	20,711
	30	Connecticut	20,668
	31	Harvard	20,600
	32	Toronto	$20,271
	33	Iowa	20,255
	34	Queen's	20,135
	35	Alabama	20,000
	35	Arizona	20,000
	35	Arizona State	20,000
	35	Cornell	20,000
	35	Florida State	20,000
	35	Illinois, Urbana	20,000
	35	Kansas	20,000
	35	Syracuse	20,000
	35	Tulane	20,000
	35	Vanderbilt	20,000
	35	Virginia	20,000
7	46	Washington, St. Louis	19,728
	47	Pittsburgh	19,650
	48	McGill	19,632
	49	Nebraska	19,500
	50	Cincinnati	19,492
	51	Saskatchewan	19,096
	52	Emory	19,000
	52	Louisiana State	19,000
8	54	Georgia	18,700
	55	Case Western Reserve	18,500
	55	North Carolina	18,500
	57	British Columbia	18,039
	58	Houston	18,000
	58	Kentucky	18,000
	58	Oklahoma	18,000
	58	Tennessee	18,000
9	62	Manitoba	17,892
	63	Temple	17,640
	64	Utah	17,500
	65	Wisconsin	17,288

Canadian salaries expressed in U.S. dollars

TABLE 37: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over
2 - 36,000-39,999
3 - 34,000-35,999
4 - 32,000-33,999
5 - 30,000-31,999
6 - 28,000-29,999
7 - 26,000-28,000
8 - 24,000-25,999
9 - 22,000-23,999
10 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Calif., Davis	$54,330		28	Florida State	$30,898
	2	Calif., Los Angeles	42,876		29	Emory	30,677
	3	Calif., Berkeley	40,182		30	Florida	30,625
					31	Iowa	30,438
2	4	Stanford	39,684		32	Cincinnati	30,093
	5	Harvard	38,383		33	Ohio State	30,040
	6	McGill	36,854				
	7	Arizona State	36,733	6	34	Wisconsin	29,554
	8	New York University	36,060		35	Pittsburgh	29,500
					35	Vanderbilt	29,500
3	9	Connecticut	35,781		37	York	29,490
	10	Northwestern	35,280		38	Miami	28,250
	11	Yale	35,023				
	12	Columbia	34,949	7	39	Tulane	27,719
	13	Georgia	34,497		40	Utah	27,560
	14	Southern Illinois	34,471		41	Alabama	27,500
	15	Georgetown	34,100		42	Washington	27,084
					43	Case Western Reserve	26,750
4	16	Alberta	33,529		44	Illinois, Urbana	26,705
	17	SUNY-Buffalo	33,025		45	Louisiana State	26,700
	18	Michigan	33,000		46	Colorado	26,600
	18	Notre Dame	33,000		47	Houston	26,035
5	20	Western Ontario	31,980	8	48	Kansas	25,928
	21	Pennsylvania	31,900		49	Washington, St. Louis	25,000
	22	Arizona	31,866		50	Temple	24,736
	23	Cornell	31,200				
	24	Duke	31,100	9	51	North Carolina	23,532
	25	Boston University	31,050		52	Missouri	23,240
	26	Syracuse	31,000				
	26	Virginia	31,000	10	53	Oklahoma	21,746
	28	Florida State	30,898				

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 38: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over	6 - 28,000-29,999
2 - 36,000-39,999	7 - 26,000-27,999
3 - 34,000-35,999	8 - 24,000-25,999
4 - 32,000-33,999	9 - 22,000-23,999
5 - 30,000-31,999	10 - below 22,000

Group	Rank	Institution	Salary
1	1	Calif., Davis	$54,752
	2	Calif., Los Angeles	44,813
	3	Calif., Berkeley	44,286
	4	Stanford	41,705
2	5	Harvard	39,744
	6	Georgetown	39,452
	7	New York University	39,046
	8	Illinois, Urbana	38,984
	9	Connecticut	37,929
	10	Yale	37,082
	11	Northwestern	36,897
	12	Columbia	36,688
	13	Arizona State	36,576
	14	McGill	36,024
3	15	Southern Illinois	35,874
	16	Michigan	34,699
	17	Georgia	34,335
	18	Boston University	34,294
4	19	Pennsylvania	33,520
	20	Utah	33,196
	21	Notre Dame	33,037
	22	Virginia	32,700
	23	Duke	32,579
	24	Alberta	32,467
	25	York	32,444
	26	Florida State	32,413
	27	Ohio State	32,091
	28	Iowa	32,065
5	29	Western Ontario	$31,980
	30	Emory	31,748
	31	Vanderbilt	31,454
	32	Arizona	30,874
	33	Wisconsin	30,840
	34	Florida	30,825
	35	Cornell	30,326
	36	Queen's	30,225
	37	Saskatchewan	30,134
	38	Miami	30,125
	38	Syracuse	30,000
6	40	Colorado	29,244
	41	Cincinnati	29,131
	42	Louisiana State	29,027
	43	Pittsburgh	28,880
	44	Washington	28,739
	45	Tulane	28,713
	46	Houston	28,665
	47	Case Western Reserve	28,055
7	48	Washington, St. Louis	27,968
	49	North Carolina	27,844
	50	Alabama	27,267
	51	Temple	27,035
8	52	Kansas	25,998
9	53	Oklahoma	23,374
	54	Missouri	22,112
10	55	SUNY-Buffalo	21,220

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 39: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1989

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1. Director, Law Library		57	33	24	$72,583	$77,199	$66,043
2. Associate Director		22	10	12	47,796	49,958	45,995
3. Assistant Director		18	5	13	44,495	39,507	46,277
4. Subject Specialist		17	3	14	34,558	*	*
5. Functional Specialist		21	12	9	34,432	33,541	35,621
6. Dept. Head:	Reference	27	8	19	34,724	38,136	33,287
7.	Cataloging	34	5	29	33,158	35,903	32,685
8.	Acquisitions	27	5	22	31,873	33,857	31,422
9.	Serials	3	1	2	*	*	*
10.	Documents	8	0	8	28,313		28,313
11.	Circulation	19	2	17	29,179	*	*
12.	Special Coll'n.	3	1	2	*	*	*
13.	Computer	4	1	3	30,474	*	*
14.	Other	62	21	41	39,835	41,089	39,208
15. Reference:	Over 15 yrs. exp.	22	10	12	35,984	37,686	34,566
16.	10 - 15 yrs. exp.	21	8	13	33,047	34,078	32,413
17.	5 - 10 yrs. exp.	22	10	12	30,752	33,314	28,616
18.	Under 5 yrs. exp.	39	15	24	27,932	27,284	28,336
19. Catalog:	Over 15 yrs. exp.	13	2	11	32,505	*	*
20.	10 - 15 yrs. exp.	14	3	11	31,520	*	*
21.	5 - 10 yrs. exp.	13	2	11	28,016	*	*
22.	Under 5 yrs. exp.	14	6	8	23,662	22,390	24,616
23. Other:	Over 15 yrs. exp.	9	3	6	33,841	*	*
24.	10 - 15 yrs. exp.	11	2	9	33,215	*	*
25.	5 - 10 yrs. exp.	10	1	9	26,240	*	*
26.	Under 5 yrs. exp.	18	8	10	26,229	25,300	26,972
All Positions		528	177	351	$37,854	$42,856	$35,332

Canadian salaries expressed in U.S. dollars.

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 40: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1989

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	57	33	24	19.5	20.1	18.8
2. Associate Director	22	10	12	15.3	15.5	15.2
3. Assistant Director	18	5	13	15.4	11.8	16.8
4. Subject Specialist	17	3	14	14.0	17.0	13.4
5. Functional Specialist	21	12	9	8.4	9.4	7.1
6. Dept. Head: Reference	27	8	19	10.6	10.5	10.6
7. Cataloging	34	5	29	13.5	12.4	13.7
8. Acquisitions	27	5	22	10.6	10.8	10.5
9. Serials	3	1	2	4.0	5.0	3.5
10. Documents	8	0	8	11.9		11.9
11. Circulation	19	2	17	7.7	5.5	8.0
12. Special Coll'n	3	1	2	8.3	8.0	8.5
13. Computer	4	1	3	9.5	3.0	11.7
14. Other	62	21	41	12.7	14.1	12.0
15. Public Services	21	7	14	8.0	7.9	8.0
16. Technical Services	18	5	13	11.5	11.0	11.7
17. Administrative Services	9	2	7	5.9	2.0	7.0
18. Reference	104	43	61	9.5	10.3	9.0
19. Cataloging	54	13	41	9.8	8.1	10.4
All Positions	528	177	351	11.8 yrs	12.6 yrs	11.4 yrs

TABLE 41: NUMBER AND AVERAGE SALARIES OF ARL LAW UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1989

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	78	28	50	14.8	$26,662	$26,198	$26,921
2. 4 - 7 years	85	32	53	16.1	31,149	33,425	29,774
3. 8 - 11 years	113	29	84	21.4	33,893	37,023	32,395
4. 12 - 15 years	104	28	76	19.7	41,188	46,498	39,232
5. 16 - 19 years	73	23	50	13.8	43,717	52,972	39,460
6. 20 - 23 years	42	18	24	8.0	51,029	58,894	45,130
7. 24 - 27 years	15	9	6	2.8	55,421	60,252	48,175
8. 28 - 31 years	4	2	2	0.8	43,710	*	*
9. 32 - 35 years	3	3	0	0.6	*	*	*
10. Over 35 years	11	5	6	2.1	58,923	58,445	59,321
All Positions	528	177	351	100.0	$37,854	$42,856	$35,332

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries expressed in U.S. dollars.

ARL SALARY SURVEY 1988
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the **general library only** may be reported on the enclosed diskette, using LOTUS 123. Salaries for law and medical libraries must be reported on the regular survey forms. See "Instructions for Completing Part II: Individual Data" for details.

3. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

4. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or l0 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

5. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants. Please include all professionals involved in the provision of library services, including contract-supported positions.

6. The salary figures should be straight gross salary figures. Do not include fringe benefits.

7. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

8. All numbers (e.g. salary figures, years of experience) should be rounded to the nearest whole number.

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. The questionnaire should be returned to the ARL Office by **August 31, 1988**. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey and a printout of the data file. Data for law and/or medical libraries **must** be reported on the regular Salary Survey forms, **not** on the enclosed diskette. **Be sure to keep a complete copy of your return, including a copy of the diskette, for your files.**

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1987-88, as well as the current fiscal year, 1988-89.

2. Please include the Beginning Professional Salary and the Median Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1987-88 figures were included in the published *Survey*.

3. Question 1. The **Beginning Professional Salary** is the salary that would be paid to a newly-hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

   Please consult the published survey for 1987. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1987-88, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

4. Question 2. The **Median Salary** is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1987-88 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1987-88 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1987-88 median salary in your library) please supply an updated figure.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1987-88. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the **general library only** may be reported on the enclosed floppy diskette; see #4 below for specific instructions. Data for law and medical libraries must be reported using the regular survey form (see #3 below).

3. **Survey Form.** Please photocopy additional sheets if you cannot list all professional positions in the space provided.

   List information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. (This will permit ARL to analyze whether there are separate salary patterns for those two specialties.) Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Diskette.** *Note:* If you use a drive other than "a", substitute the correct drive designation as appropriate.

   Boot LOTUS 123 and retrieve file "a:ARLxxxxx (xxxxx = library identification number; see label on the enclosed diskette). An empty worksheet should appear with columns labeled as follows:

LibID	Salary	Job	Gender	OEOcat	Yrsexp	Rank

   If the diskette has been damaged in any way, or if the numbers in the LibID column are not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

   The column "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. 250 data lines have been provided to accommodate the libraries with a large professional staff. Do not be concerned about any lines left over after all data are entered.

   After the lines of data have been entered, enter the following LOTUS 123 command: /FS [enter]. The file with the just-entered data lines should now be saved on the diskette as file **a:ARLxxxxx.WK1**.

   Reboot LOTUS 123 and load file **a:ARLxxxxx.WK1**. Verify that the data have been saved and that they are correct. (It may be easier to print the file and proofread the printed copy.) If any corrections are required, reboot LOTUS 123, call up the file **a:ARLxxxxx.WK1** and correct as necessary. The issue the command /FS [enter] again. Reboot LOTUS 123, load file **a:ARLxxxxx.WK1**, and verify to be sure all corrections and changes have been saved.

   After all corrections have been made, make a backup copy of the diskette and two printed copies of the file. Keep one copy of the printed file and the back-up diskette for your file.

5. **Salary.** Enter the individual salaries as of July l, 1988. If the library normally increases salaries at a date later than July l, and the salary as of that later date is known or can be estimated (within $l00 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

   Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

   Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. **Position Code.** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library and Computer Systems
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Functional Specialists**, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. **Sex**. Indicate either M or F, for male and female, respectively, or V if the position is vacant. Please use only the letter indicated; do not spell out the word.

8. **Minority status code**. U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

    1 Black
    2 Hispanic
    3 Asian or Pacific Islander
    4 American Indian or Native Alaskan
    5 Caucasian

9. **Total years of professional experience**. Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank**. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

    Complete the last column, labeled "Rank Code", using the following codes:

    0 A rank normally occupied <u>solely</u> by the library director and/or assistant and associate directors.
    9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
    1 Lowest level in the rank structure.
    2 Next highest level in the rank structure.
    3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

    Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1988
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

		Main	Law	Medical
1.	**Beginning Professional Salary**			
	a. Beginning professional salary for 1987-88 as reported in last year's **ARL Annual Salary Survey**.	_____	_____	_____
	b. If salary reported last year has been revised, please report correct 1987-88 beginning professional salary.	_____	_____	_____
	c. Beginning professional salary for 1988-89.	_____	_____	_____
2.	**Median Professional Salary**			
	a. Median professional salary for 1987-88 as reported in last year's **ARL Annual Salary Survey**.	_____	_____	_____
	b. If salaries reported last year have been substantially revised, please report correct 1987-88 median professional salary.	_____	_____	_____

(Note: ARL will calculate the 1988-89 median professional salary for your library from the data you supply in Part II of this questionnaire.)

3. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1988.**

ARL SALARY SURVEY 1988
University Library Questionnaire

Part II: Individual Data

Office Use Only

☐ Check here if this sheet is for Medical Library only

☐ Check here if this sheet is for Law Library only

CONFIDENTIAL

DETACH BEFORE MAILING FORM BACK TO THE ARL OFFICE

Reporting Library _____

Sheet Number _____

Staff Member name or i.d.	Seq. No.	Salary July 1, 1988 *(See instructions)*	Position Code *(See instructions)*	leave blank	Sex (M or F)	Minority Status Code *(See instructions)*	Total Years Prof. Exper.	Rank Code *(See instructions)*
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

ARL SALARY SURVEY 1988
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1988-89 salaries as they exist on July 1, 1988. If the library normally increases salaries at a date after July l, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The **Median Salary** is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The **Beginning Professional Salary** is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1988.**

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1988
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1987-88 and 1988-89.

2. Median professional salary in fiscal year 1987-88. _____

3. Median professional salary for for fiscal year 1988-89. _____

4. Beginning professional salary in 1987-88. _____

5. Beginning professional salary for 1988-89. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

      ____ Yes ____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

      ____ Yes ____ No _____ We do not have a Medical Library.

   c. Branch libraries not included:

      _____

      _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1988.**

Page 2

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1987-88 and 1988-89.

Salary Range	Number of Positions	
	1987-88	1988-89
95,000 or more		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,000 - - - 14,999		
13,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1988.**

FOOTNOTES TO THE 1988 ARL ANNUAL SALARY SURVEY

ALABAMA	All salaries effective August 1988.
ALBERTA	Excludes Boreal Institute.
BRIGHAM YOUNG	Beginning Professional Salary is for Faculty appointments only; other professional positions have no minimum.
BRITISH COLUMBIA	Salaries under negotiation at time of report. Excludes staff in the Management Research library.
BROWN	Includes John Carter Brown Library
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives.
	Includes Law Library.
CANADA INST. FOR SCIENTIFIC & TECHNICAL INFORMATION	Only Median and Beginning Professional salary levels were reported; no individual data were reported.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
	Law and Medical libraries reported for the first time.
CORNELL	Excludes Medical College Library staff in New York City.
DELAWARE	Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries.
DUKE	Excludes School of Business Library.
EMORY	Salaries effective September 1, 1988.
	Includes Theology, Library & Information Management, and Oxford College libraries.
FLORIDA	Excludes Laboratory School library and Florida Center for Library Automation.
FLORIDA STATE	Excludes Developmental Research School.
	Salaries effective August 1988.
HARVARD	Excludes Biblioteca Berenson (in Florence, Italy) and Dumbarton Oaks library.

HARVARD (cont.)	Includes the Schlessinger Library of Radcliffe College for the first time.
HAWAII	Salaries effective October 1988.
HOUSTON	Excludes Clear Lake, Downtown, and Victoria Campuses.
	Salaries effective September 1, 1988.
ILLINOIS, CHICAGO	Salaries effective September 1, 1988.
ILLINOIS, URBANA	Salaries effective August 21, 1988.
JOHNS HOPKINS	Excludes Advanced International Studies (in Bologna, Italy) and the Applied Physics library.
KANSAS	Excludes History of Medicine Library, Kansas City.
KENTUCKY	Excludes Community Colleges.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library.
MICHIGAN	Law salaries effective September 1988.
MINNESOTA	Excludes Law Library.
NATIONAL LIBRARY OF CANADA	Salaries reflect August 1987 levels, which are currently in force.
	Beginning Professional salaries include equalization pay (Can. $4,052) not previously reported..
NATIONAL LIBRARY OF MEDICINE	Excludes R & D, Computer staff, etc.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.
NEW YORK UNIVERSITY	Fiscal year begins September 1, 1988.
NEWBERRY LIBRARY	After revision of its staff handbook, the system for identifying professional staff changed.
NORTH CAROLINA	Excludes Institute of Government.
NORTHWESTERN	Beginning Professional salaries for law and medical libraries as reported last year were incorrect; the correct figure in both cases was $20,000.
OKLAHOMA STATE	Includes branch campus libraries and the Oklahoma College of Osteopathic Medicine and Surgery Library for the first time.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.

ROCHESTER	Includes Sibley Music Library and Miner Medical library.
RUTGERS	Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.
SASKATCHEWAN	Salaries for 1987/88 are still being negotiated, but regular and special salary increments which would have been paid in July 1987 and July 1988 are included.
SOUTHERN CALIFORNIA	Excludes Law and Medical libraries.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.
STANFORD	Excludes salary of Head of the Law Library.
SUNY - BUFFALO	Excludes salary of Head of Music library.
SUNY - STONY BROOK	Excludes Health Sciences.
	Salaries effective September 1, 1988.
SYRACUSE	Excludes Utica College library.
TEMPLE	Salaries are for 10 month contracts.
TENNESSEE	Includes Law Library. For the first time salaries include longevity pay for full time professionals who have been at the University three years or longer.
TEXAS	Excludes Humanities Research Center.
	Salaries effective September 1, 1988.
TEXAS A & M	Most salaries are for 10.5 month contract.
	Excludes the Medical Library.
TORONTO	Excludes federated and affiliated institutions.
TULANE	Excludes Delta Regional Primate Center.
WESTERN ONTARIO	Salaries exclude increments due November 1988.
YALE	Excludes British Art Center.

Association of Research Libraries
1527 New Hampshire Avenue, N.W.
Washington, D.C. 20036